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In today's fast-evolving business landscape, companies across industries continue to leverage **SAP SuccessFactors** to streamline human capital management (HCM). For professionals seeking to deepen their expertise in SAP's HCM suite, the **C_P2W12_2311 – SAP Certified Application Associate – SAP SuccessFactors Performance and Goals 2H/2023** certification stands out as a valuable credential. Whether you're an HR consultant, SAP functional analyst, or a career-switcher eyeing cloud-based HR solutions, understanding this certification can open new doors.

What is C_P2W12_2311?

The **C_P2W12_2311** certification validates foundational knowledge and skills in **SAP SuccessFactors Performance and Goals**, a module within SAP's broader **HXM (Human Experience Management)** suite. Specifically, it assesses a candidate's ability to implement, configure, and support the Performance & Goals module according to best practices.

Key Features of the Certification:

- Covers the **2H/2023** (Second Half 2023) release updates.
- Tests configuration, implementation, and management knowledge of performance reviews, goal management, calibration, and continuous performance management (CPM).
- Demonstrates your readiness to contribute to SAP SuccessFactors projects as an application consultant.



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SAP Certified Associate - SAP HCM for SAP ECC or SAP S/4HANA Sample Questions (Q73-Q78):

NEW QUESTION # 73

Which feature should be used to default wage types on IT0008 (Basic Pay)?

- A. PINCH
- B. ARPBL
- C. LGMST
- D. TARIF

Answer: C

NEW QUESTION # 74

Which operation in personnel calculation rule X013 (Valuation Bases - Division) provides the working hours per period as read from IT0008 and stored on the PARTT table?

- A. GCY X014
- B. DIVID ARN
- C. RTE=TSDIVP
- D. MULTI NRA

Answer: C

NEW QUESTION # 75

A customer wants to generate reports on payroll results in Ad Hoc Query.

Which steps do you need to configure to create payroll results infotypes? Note: There are 3 correct answers to this question.

- A. Create and generate payroll infotypes
- B. Assign wage types to evaluation wage types
- C. Import cluster data into IT0267 (Additional Off-Cycle Payments)
- D. Assign calculation rules to payroll infotypes
- E. Define evaluation wage types

Answer: A,B,E

NEW QUESTION # 76

Which functions are performed by the payroll control record?

Note: There are 3 correct answers to this question.

- A. Locking and setting the limit for simulation runs so testing can take place
- B. Locking master and time data so current or past changes cannot be made during the payroll process
- C. Determination of the country for which the payroll will be processed
- D. Control and tracking of the individual stages of the payroll processing
- E. Definition of the earliest possible retroactive accounting date for each payroll area

Answer: B,D,E

NEW QUESTION # 77

You want to write a custom report on SAP Payroll results.

Which reporting tools would you use to create this report? Note: There are 2 correct answers to this question.

- A. Ad Hoc Query
- B. SAP Query
- C. Report Writer

- **D. ABAP List Viewer**

Answer: B,D

NEW QUESTION # 78

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