

# SAP C-P2W12-2311真題 - C-P2W12-2311考證

## Vouch for your role as SAP Certified Associate - SAP HCM for SAP ECC or SAP S/4HANA with C\_P2W12\_2311 Certificate

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.



## C\_P2W12\_2311

SAP CERTIFIED ASSOCIATE -  
SAP HCM FOR SAP ECC OR SAP S/4HANA



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Who Should Pursue This Certification?

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## SAP C-P2W12-2311 Exam Syllabus Topics:

| Section                                  | Objectives                                                                                                                                                                             |
|------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Payroll Basics                           | <ul style="list-style-type: none"><li>- Wage type processing</li><li>- Payroll schema and process overview</li></ul>                                                                   |
| Personnel Administration and Master Data | <ul style="list-style-type: none"><li>- Personnel actions and infotypes</li><li>- Employee master data configuration</li></ul>                                                         |
| Organizational Management                | <ul style="list-style-type: none"><li>- Organizational plan maintenance</li><li>- Enterprise and organizational structure</li><li>- Evaluation paths and reporting structure</li></ul> |
| Reporting and Analytics                  | <ul style="list-style-type: none"><li>- HR analytics and evaluation tools</li><li>- Standard HCM reports</li></ul>                                                                     |

|                                  |                                              |
|----------------------------------|----------------------------------------------|
| Time Management                  | - Time recording configuration               |
|                                  | - Time evaluation and time manager workplace |
|                                  | - SAP HCM architecture and components        |
| SAP HCM Overview and Integration | - Integration with SAP ECC and SAP S/4HANA   |
|                                  | - Business process overview in HCM           |

>> SAP C-P2W12-2311真題 <<

## C-P2W12-2311考證 & C-P2W12-2311考試資訊

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### 最新的 SAP Certified Associate C-P2W12-2311 免費考試真題 (Q38-Q43):

#### 問題 #38

Your employee receives a pay raise effective July 1st of the current year. Which are the recommended options for updating the employee's master data? Note: There are 3 correct answers to this question.

- A. Execute a change of pay action.
- B. Copy and update the existing record effective July 1st.
- C. Change the existing record effective July 1st.
- D. Create a new record effective July 1st.
- E. Create a new record effective July 1st and delete the old record.

答案: A,B,D

#### 問題 #39

You need to outline the payroll process for the end users in a company.  
What is the correct sequence of steps?

- A. Release for Payroll → Release for Corrections → Check Results → Exit
- B. Release for Payroll → Release for Corrections → Exit → Check Results
- C. Release for Simulation → Release for Payroll → Exit → Check Results
- D. Release for Simulation → Check Results → Release for Corrections → Exit

答案: C

#### 問題 #40

Employees have half-day public holidays that need to be included in their work schedules.

How can you incorporate rule number 01 - as shown in the graphic - in the daily work schedule configuration? Note: There are 2 correct answers to this question.



- A. Create a new period work schedule for half days.
- B. Configure a daily work schedule variant B for the shorter days.
- C. Configure a daily work schedule with DWS selection rule 01.
- D. Configure a daily work schedule with zero planned hours on public holidays.

答案: B,C

#### 問題 #41

An employee is on vacation. In addition to entering a vacation absence record, the employee also attempts to create an overtime record on the same day.

Which Time Constraint Class Reaction indicator do you assign to the absence and attendance type to prohibit this?

- A. A-The old record is delimited and the new record is created. All collisions are displayed.
- **B. E - The new record cannot be added and the system issues an error message. All collisions are displayed.**
- C. N-You can create a new record, but the record remains unchanged. Collisions are not displayed.
- D. W-You can create a new record, but the record remains unchanged. All collisions are displayed.

答案: B

#### 問題 #42

Which functions are performed by the payroll control record?

Note: There are 3 correct answers to this question.

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

答案: A,B,C

#### 問題 #43

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