

2026 Realistic Latest C-P2W12-2311 Exam Practice - SAP Certified Associate - SAP HCM for SAP ECC or SAP S/4HANA New Learning Materials Pass Guaranteed Quiz

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.



Who Should Pursue This Certification?

To advance your career, take the SAP Certified Associate - SAP HCM for SAP ECC or SAP S/4HANA exam. Your SAP Certified Associate - SAP HCM for SAP ECC or SAP S/4HANA demonstrates your commitment to lifelong learning. Passing the SAP Certified Associate - SAP HCM for SAP ECC or SAP S/4HANA exam in one sitting is not a walk in the park. The SAP C-P2W12-2311 exam preparation process takes a lot of time and effort. You have to put time and money into passing the SAP Certified Associate - SAP HCM for SAP ECC or SAP S/4HANA exam. The best method to reap the rewards of your investment in becoming an SAP Horizon & SAP is by using SAP C-P2W12-2311 Exam Questions. Additionally, you can confidently study for the C-P2W12-2311 exam.

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SAP Certified Associate - SAP HCM for SAP ECC or SAP S/4HANA Sample Questions (Q29-Q34):

NEW QUESTION # 29

A customer complains about errors resulting from the manual entry of wage type values and you recommend using indirect valuation as a solution. Which infotypes can use indirect valuation of wage types?

- A. ITO083 Leave Compensation • IT0416 Quota Compensation • IT2010 Employee Remuneration Info
- B. ITO008 Basic Pay • ITO014 Recurring Payments/Deductions • ITO015 Additional Payments
- C. ITO008 Basic Pay • IT0057 Membership Fees • IT2010 Employee Remuneration Info
- D. ITO014 Recurring Payments/Deductions • ITO015 Additional Payments • IT2010 Employee Remuneration Info

Answer: B

NEW QUESTION # 30

Which of the following is a typical sequence of steps in a purchase-to-pay process?

- A. Purchase requisition -> Purchase order -> Goods receipt -> Invoice verification -> Payment
- B. Purchase requisition -> Goods verification -> Purchase receipts -> Invoice receipts -> Payment
- C. Purchase requisition -> Goods issue -> Purchase verification -> Invoice receipts -> Payment
- D. Purchase order -> Purchase requisition -> Goods receipt -> Invoice verification -> Payment

Answer: A

NEW QUESTION # 31

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

Answer: D

NEW QUESTION # 32

Which of the following PA infotypes can be maintained through standard Employee Self-Service?

- A. IT0001 (Organizational Management) IT0002 (Personal Data) IT0006 (Address) IT0009 (Bank Details)
- B. ITO002 (Personal Data) IT0006 (Address) IT0007 (Planned Working Time) IT0009 (Bank Details)
- C. ITO002 (Personal Data) IT0006 (Address) IT0009 (Bank Details) IT0021 (Family Members/Dependents)
- D. ITO000 (Actions) IT0006 (Address) IT0007 (Planned Working Time) IT0009 (Bank Details)

Answer: C

NEW QUESTION # 33

Your customer wants to automate off-cycle payroll tasks such as printing forms, execution of posting run, and printing checks. Which tool is best suited for this?

- A. Interface Toolbox
- **B. HR Process Workbench**
- C. Off-Cycle Workbench
- D. Payroll control record

Answer: B

NEW QUESTION # 34

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