

# C-P2W12-2311 Online Exam - C-P2W12-2311 Test Engine

## 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?

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answers and questions, thus the learning for the examinee is easy and highly efficient. The language which is easy to be understood and simple, C-P2W12-2311 Exam Questions are suitable for any learners no matter he or she is a student or the person who have worked for many years with profound experiences. So it is convenient for the learners to master the C-P2W12-2311 guide torrent and pass the exam in a short time. The amount of the examinee is large.

## **SAP Certified Associate - SAP HCM for SAP ECC or SAP S/4HANA Sample Questions (Q37-Q42):**

### **NEW QUESTION # 37**

A customer pays a vacation bonus for each day of leave, depending on the employee's organizational assignment. What do you need to configure to enable this?

- A. Include a constant, daily vacation bonus in the payroll run and assign relevant wage types in IT0007 (Planned Working Time).
- B. Maintain counting class information for the absence and assign relevant wage types in IT0007 (Planned Working Time).
- C. Copy and adjust personnel calculation rule XMOD (employee grouping for payroll accounting) and include a constant, daily vacation bonus in the payroll run.
- D. Maintain counting class information for the absence and adjust a copy of personnel calculation rule X017 (relevancy test for valuation of averages).

**Answer: D**

### **NEW QUESTION # 38**

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. IT0002 (Personal Data) IT0006 (Address) IT0007 (Planned Working Time) IT0009 (Bank Details)
- C. IT0000 (Actions) IT0006 (Address) IT0007 (Planned Working Time) IT0009 (Bank Details)
- D. IT0002 (Personal Data) IT0006 (Address) IT0009 (Bank Details) IT0021 (Family Members/Dependents)

**Answer: D**

### **NEW QUESTION # 39**

Which of the following modules integrates with SAP Learning Solution? Note: There are 3 correct answers to this question.

- A. Travel Management
- B. Sales and Distribution
- C. Business Warehouse
- D. Financial Accounting
- E. Compensation

**Answer: A,C,E**

### **NEW QUESTION # 40**

What is the purpose of the organizational key on infotype 0001 (Organizational Assignment)?

- A. It stores values for additional authorization checks.
- B. It stores the employee's supervisor.
- C. It stores employee-related text documents.
- D. It stores the calculated length of service from the date of hire.

**Answer: A**

### **NEW QUESTION # 41**

A customer requires that an absence type for a doctor's appointment can only be entered for part of a day and also reduces a quota.

How do you configure Absence Input Checks and Entry Screens for the absence type in Customizing to meet this requirement?  
Note: There are 2 correct answers to this question.

- A. Leave the minimum duration field blank and enter 999 for the maximum duration limit.
- B. Assign a fraction of a day in the minimum duration field.
- C. Leave both the minimum and maximum duration fields blank.
- D. Assign screen 2001 for quota deduction.

**Answer: B,D**

## NEW QUESTION # 42

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