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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.



Who Should Pursue This Certification?

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SAP Certified Associate - SAP HCM for SAP ECC or SAP S/4HANA Sample Questions (Q39-Q44):

NEW QUESTION # 39

A customer continues to pay some employees for a period of time after they are terminated. These employees should also be processed in retro calculation runs.

What do you recommend?

- A. Terminate the employee with the future date up to which you want to continue regular processing and use the payroll driver to force any retro runs.
- B. Terminate the employee with the future date up to which you want to continue payroll processing so they are included in regular and retro runs.
- C. Terminate the employee and enter the date up to which you want to continue processing payroll in the Run Payroll up to field on IT0003.
- D. Terminate the employee and enter the date up to which you want to continue processing payroll in the Accounted to field on IT0003.

Answer: C

NEW QUESTION # 40

What does the assigned payroll area on IT0001 (Organizational Assignment) determine for an employee?

- A. Paid holidays and pay date
- B. Pay frequency and paid holidays
- C. Payroll schema and period parameter
- D. Pay date and pay frequency

Answer: D

NEW QUESTION # 41

A customer wants to use relationships to accurately depict their organizational structure.

Which are standard relationships between organizational objects?

Note: There are 2 correct answers to this question.

- A. A Position (S) can belong to multiple Organizational Units (O).
- B. A Job (C) can describe multiple Positions (S).
- C. An Organizational Unit (O) can incorporate multiple Jobs (C).
- D. An Organizational Unit (O) can incorporate multiple Positions (S).
- E. A Position (S) can be described by multiple Jobs (C).

Answer: B,D

NEW QUESTION # 42

Employee groups are created in Customizing and assigned to the employees on IT0001 (Organizational Assignment).

What is the employee group used for?

Note: There are 3 correct answers to this question.

- A. As a field to determine the holiday calendar
- B. As a selection criterion for reporting
- C. As a field for decisions for default values
- D. As a field to determine absence and attendance types
- E. As a field in authorization checks

Answer: B,C,E

NEW QUESTION # 43

A customer is concerned that WPBP splits on the IT input table may lead to overpayments.

What explanations do you provide to address their concerns?

Note: There are 2 correct answers to this question.

- A. WPBP splits occur when an employee's bank information changes during a pay period. They are used to allocate payments to the correct account.
- B. WPBP splits occur when an employee's address changes during a pay period. They are used to allocate benefit deductions to the correct provider.
- C. WPBP splits occur when an employee enters or leaves the company during a pay period. They are used to prorate their pay accordingly.
- D. WPBP splits occur when an employee's organizational assignment changes. They are used to allocate personnel costs to the correct cost center.

Answer: C,D

NEW QUESTION # 44

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