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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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colors.

SAP Certified Associate - SAP HCM for SAP ECC or SAP S/4HANA Sample Questions (Q59-Q64):

NEW QUESTION # 59
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. ITO008 Basic Pay •ITO014 Recurring Payments/Deductions •ITO015 Additional Payments
- B. ITO014 Recurring Payments/Deductions •ITO015 Additional Payments •IT2010 Employee Remuneration Info
- C. ITO083 Leave Compensation•IT0416 Quota Compensation • IT2010 Employee Remuneration Info
- D. ITO008 Basic Pay •IT0057 Membership Fees •IT2010 Employee Remuneration Info

Answer: A

NEW QUESTION # 60
What can you assign to a position or a job object using IT1005 (Planned Compensation)?

- A. Default values of work schedule data
- B. Pay grade, pay scale or direct valuation
- C. Percentages for alternative cost distribution
- D. New relationships with other organizational objects

Answer: B

NEW QUESTION # 61
A customer needs to make significant modifications to their existing organizational structure.
How would you proceed?

- A. Copy the current organizational plan into a new plan version and make the adjustments.
- B. Copy the current personnel structure into a new plan version and make the adjustments.
- C. Copy the enterprise structure into a new plan version and make the adjustments.
- D. Create an evaluation path with a new plan version.

Answer: A

NEW QUESTION # 62
For the personnel number assignment, you require different number ranges for different personnel areas.
Using the feature NUMKR, where would you assign the default number range?

- A. In the return value
- B. In the operation
- C. In the schema
- D. In the structure

Answer: A

NEW QUESTION # 63
Qualifications are called Requirements when assigned to which of the following object types? Note: There are 3 correct answers to this question.

- A. Person
- B. User
- C. Job
- D. Position

- E. Work Center

Answer: C,D,E

NEW QUESTION # 64

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