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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).
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SAP Certified Associate - SAP HCM for SAP ECC or SAP S/4HANA Sample Questions (Q25-Q30):

NEW QUESTION # 25

Due to a promotion, an employee receives a salary increase on IT0008 (Basic Pay) in the middle of the payroll period. Which processing class and personnel calculation rule will ensure that the wage type is prorated accordingly?

- A. Processing class 10 queried in personnel calculation rule XVAL
- B. Processing class 01 queried in personnel calculation rule X010
- C. Processing class 03 queried in personnel calculation rule X020
- D. Processing class 20 queried in personnel calculation rule XPPF

Answer: C

NEW QUESTION # 26

During the payroll run, you discover that some employees are missing from the run, without any warning or error messages being output. Which items would you check to find out why?

Note: There are 2 correct answers to this question.

- A. ITO000 (Personnel Actions) for incorrect employment status
- B. ITO001 (Organizational Assignment) for incorrect payroll area assignment
- C. ITO008 (Basic Pay) for incorrect pay scale type/area assignment
- D. Payroll control record for incorrect personnel numbers

Answer: A,B

NEW QUESTION # 27

What is the purpose of assigning module TARIF to a wage type on table T511 (Wage Type Characteristics)?

- A. To default pay grades and levels
- B. To default wage types
- C. To value the annual salary
- D. To default wage type amounts

Answer: D

NEW QUESTION # 28

When processing payroll, the Payroll Administrator receives the error message "division by 0 is not possible" for one employee. What could have caused this error?

- A. The employee does not have a valid time management status assigned on IT0007 (Planned Working Time).
- B. Feature LGMST defaults the wrong indirect amount on IT0008 (Basic Pay).
- C. The employee does not have an IT0008 (Basic Pay) with work hours per period.
- D. Feature SCHKZ defaults the wrong indirect amount on IT0007 (Planned Working Time).

Answer: C

NEW QUESTION # 29

Where do you find all the fields that can be used for decisions in a feature such as PINCH or ABKRS?

- A. In the Administrative Data
- B. In the InfoSet
- C. In the Structure
- D. In the Country Assignment

Answer: C

NEW QUESTION # 30

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