

# Free PDF 2026 SAP C\_P2W12\_2311: Authoritative Test SAP Certified Associate - SAP HCM for SAP ECC or SAP S/4HANA Passing Score

## 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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It is common in modern society that many people who are more knowledgeable and capable than others finally lost some good opportunities for development because they didn't obtain the C\_P2W12\_2311 Certification. The prerequisite for obtaining the C\_P2W12\_2311 certification is to pass the exam, but not everyone has the ability to pass it at one time. Because of not having appropriate review methods and review materials, or not grasping the rule of the questions, so many candidates eventually failed to pass even if they have devoted much effort.

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## Valid C\_P2W12\_2311 Test Syllabus & Latest C\_P2W12\_2311 Exam Pattern

The SAP C\_P2W12\_2311 certification exam is a valuable asset for beginners and seasonal professionals. If you want to improve your career prospects then C\_P2W12\_2311 certification is a step in the right direction. Whether you're just starting your career or looking to advance your career, the SAP C\_P2W12\_2311 Certification Exam is the right choice.

### SAP Certified Associate - SAP HCM for SAP ECC or SAP S/4HANA Sample Questions (Q54-Q59):

#### NEW QUESTION # 54

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

Answer: A,D,E

#### NEW QUESTION # 55

Which functions are performed by the payroll control record?

Note: There are 3 correct answers to this question.

- A. Locking master and time data so current or past changes cannot be made during the payroll process
- B. Determination of the country for which the payroll will be processed
- C. Control and tracking of the individual stages of the payroll processing
- D. Locking and setting the limit for simulation runs so testing can take place
- E. Definition of the earliest possible retroactive accounting date for each payroll area

Answer: A,C,E

#### NEW QUESTION # 56

Your employee receives a pay raise effective July 1st of the current year. Which are the recommended options for updating the employee's master data? Note: There are 3 correct answers to this question.

- A. Create a new record effective July 1st and delete the old record.
- B. Create a new record effective July 1st.
- C. Change the existing record effective July 1st.
- D. Execute a change of pay action.
- E. Copy and update the existing record effective July 1st.

Answer: B,D,E

#### NEW QUESTION # 57

Which of the following are functions of the logical database in Reporting?

Note: There are 3 correct answers to this question.

- A. Transaction processing
- B. Selection screen definition
- C. Data retrieval
- D. Authorization checks
- E. Database storage

Answer: B,C,D

### NEW QUESTION # 58

A customer asks you to configure an average calculation rule for hourly workers. The rule should determine an average daily overtime rate derived from all overtime earned during the previous three months. Any retroactive changes in pay should be included. What do you have to include in the configuration of the rule?

Note: There are 3 correct answers to this question.

- A. Adjustment rule
- B. Cumulation rule
- C. Time wage type selection rule
- D. Processing class 01 rule
- E. Final processing rule

Answer: A,B

### NEW QUESTION # 59

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