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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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SAP Certified Associate - SAP HCM for SAP ECC or SAP S/4HANA Sample Questions (Q71-Q76):

NEW QUESTION # 71

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

Answer: C,E

NEW QUESTION # 72

A customer asks you about the different Human Capital Management (HCM) solutions available in SAP.

Which solutions belong to SAP HCM?

Note: There are 3 correct answers to this question.

- A. Task and Resource Management
- B. End User Service Delivery (MSS/ESS)
- C. Talent Management
- D. Capacity Planning
- E. Workforce Process Management

Answer: B,C,E

NEW QUESTION # 73

Which functions import HR master data into the payroll run?

Note: There are 3 correct answers to this question.

- A. WPBP
- B. RAB
- C. PAB
- D. P2010
- E. PTIP

Answer: A,B,C

NEW QUESTION # 74

Which tasks can be accomplished with the ABAP List Viewer?

Note: There are 2 correct answers to this question.

- A. Filter for data
- B. Create/delete master data
- C. Format totals
- D. Create/delete cluster data

Answer: A,C

NEW QUESTION # 75

Which groupings are used to define the most important control indicators for Time and Payroll?

- A. Personnel Area and Personnel Subarea
- B. Personnel Area and Employee Group
- **C. Personnel Subarea and Employee Subgroup**
- D. Employee Group and Employee Subgroup

Answer: C

NEW QUESTION # 76

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