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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 (Q73-Q78):**

### **NEW QUESTION # 73**

Which items do you need to configure before generating payroll periods?

- A. Assign period parameters -> Define date modifiers -> Create control record -> Assign pay day rule
- B. Define holiday calendar -> Assign period parameters -> Define date modifiers -> Configure ABKRS
- C. Create control record -> Configure ABKRS -> Assign pay day rule -> Define holiday calendar
- D. Assign period parameters -> Create control record -> Configure LGMST -> Define holiday calendar

**Answer: A**

### **NEW QUESTION # 74**

What can you assign in an employee's personal development (PD) subprofile?

Note: There are 3 correct answers to this question.

- A. Locations
- B. Potentials
- C. Qualifications
- D. Dislikes
- E. Schedules

**Answer: B,C,D**

### **NEW QUESTION # 75**

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 structure
- C. In the operation
- D. In the schema

**Answer: A**

### **NEW QUESTION # 76**

You are developing an InfoSet for a Time Management report.

Which logical database should you select?

- A. OPLOGI
- B. PNPCE
- C. PAP
- D. PCH

**Answer: B**

### **NEW QUESTION # 77**

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 enters or leaves the company during a pay period. They are used to prorate their

pay accordingly.

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

**Answer: A,D**

## NEW QUESTION # 78

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