

# Quiz Efficient SAP - C-P2W12-2311 - Valid SAP Certified Associate - SAP HCM for SAP ECC or SAP S/4HANA Mock Test

## 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.



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## **SAP Certified Associate - SAP HCM for SAP ECC or SAP S/4HANA Sample Questions (Q12-Q17):**

### **NEW QUESTION # 12**

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

Note: There are 3 correct answers to this question.

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

**Answer: C,D,E**

### **NEW QUESTION # 13**

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

- **A. Job**
- **B. Work Center**
- C. User
- D. Person
- **E. Position**

**Answer: A,B,E**

### **NEW QUESTION # 14**

A customer wants to ensure that any previously processed data changes on certain infotypes are taken into account in the next payroll processing run. Which settings should be made on V\_T582A (Infotype Attributes)?

- A. Set the Entry Before Earliest Retroactive Accounting Date indicator to allow for processing changes from previous periods.
- B. Set the List Time Periods indicator to record changes in previous periods.
- **C. Set the Retroactive Accounting Relevance indicator to allow for processing changes from previous periods.**
- D. Set the Time Constraint indicator to allow for processing changes from previous periods.

**Answer: C**

### **NEW QUESTION # 15**

You want to write a custom report on SAP Payroll results.

Which reporting tools would you use to create this report? Note: There are 2 correct answers to this question.

- A. Report Writer
- B. Ad Hoc Query
- **C. SAP Query**
- D. ABAP List Viewer

**Answer: C,D**

### **NEW QUESTION # 16**

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

**Answer: A,D**

## NEW QUESTION # 17

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