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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 (Q81-Q86):

NEW QUESTION # 81

A customer wants to configure their organizational structure in the Organization and Staffing user interface (transaction PPOME). What are the four main areas of the hierarchy framework in PPOME?

- A. Menu area, Object area, Overview area, Infotype area
- B. Object area, Tools area, Overview area, Infotype area
- C. Search area, Selection area, Overview area, Detail area
- D. Tools area, Search area, Overview area, Detail area

Answer: C

NEW QUESTION # 82

What can you assign to a position or a job object using IT1005 (Planned Compensation)?

- A. Percentages for alternative cost distribution
- B. Default values of work schedule data
- C. New relationships with other organizational objects
- D. Pay grade, pay scale or direct valuation

Answer: D

NEW QUESTION # 83

You are developing an InfoSet for a Time Management report. Which logical database should you select?

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

Answer: A

NEW QUESTION # 84

A customer wants to improve data accuracy by assigning values in Organizational Management (OM) that default into Personnel Administration (PA).

Which values can be imported from OM into PA?

Note: There are 3 correct answers to this question.

- A. Work Schedule Rule on IT0007 (Planned Working Time)
- B. Weekly Working Hours on IT0007 (Planned Working Time)
- C. Planned Compensation on IT0008 (Basic Pay)

- D. Employee Subgroup on IT0001 (Organizational Assignment)
- E. Cost Center on IT0001 (Organizational Assignment)

Answer: A,C,E

NEW QUESTION # 85

How can set operations be used in Ad Hoc Query? Note: There are 2 correct answers to this question.

- A. To analyze trends
- B. To create intersections or unions
- C. To choose reporting output fields
- D. To filter by negative selections

Answer: B,D

NEW QUESTION # 86

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Michael Benklifa is a professional options trader and President C-P2W12-2311 of Othello Consulting, where he manages millions of dollars in option trades for private investors every month.

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