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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 (Q47-Q52):**

### **NEW QUESTION # 47**

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

**Answer: A**

### **NEW QUESTION # 48**

You need to create a custom personnel calculation rule (PCR) to cumulate several wage types that may have different characteristics.

Which operations must be included in your rule?

- A. ROUND and ADDWT
- **B. ELIMI and ADDWT**
- C. ELIMI and MULTI
- D. AVERA and DIVID

**Answer: B**

### **NEW QUESTION # 49**

A customer wants to use the same wage type for a special payment such as hazardous pay and have the rate vary by personnel area. What do you have to configure?

- A. Modif 4 and the table V\_T510S (Time wage type selection)
- **B. Modif 2 and the table V\_T510J (Constant valuations)**
- C. Modif A and the table V\_T554C (Absence valuation)
- D. Modif W and the table V\_T539J (Base wage type valuation)

**Answer: B**

### **NEW QUESTION # 50**

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 choose reporting output fields
- **C. To create intersections or unions**
- **D. To filter by negative selections**

**Answer: C,D**

## NEW QUESTION # 51

A customer requires a report for employees with qualifications according to personnel area. How can you restrict the output to display only employees who actually have qualifications?

- A. Add the SPLIT\_DATA\_REQUIRED switch to the InfoSet.
- B. Add the DATA\_REQUIRED switch to the InfoSet.
- C. Use the filter function to search for the personnel area.
- D. Rewrite the Ad Hoc Query definition.

**Answer: B**

## NEW QUESTION # 52

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