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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 (Q45-Q50):

NEW QUESTION # 45

Due to a promotion, an employee receives a salary increase on IT0008 (Basic Pay) in the middle of the payroll period. Which processing class and personnel calculation rule will ensure that the wage type is prorated accordingly?

- A. Processing class 01 queried in personnel calculation rule X010
- **B. Processing class 03 queried in personnel calculation rule X020**
- C. Processing class 10 queried in personnel calculation rule XVAL
- D. Processing class 20 queried in personnel calculation rule XPPF

Answer: B

NEW QUESTION # 46

Which views are available in the Time Manager's Workplace?

- A. Detail Maintenance, Expert Mode, and Multi-Person
- B. Expert Mode, Team View, and Detail Maintenance
- C. Team View, One Day View, and Detail Maintenance
- **D. Multi-Day, Multi-Person, and One Day View**

Answer: D

NEW QUESTION # 47

Which of the following modules integrates with SAP Learning Solution? Note: There are 3 correct answers to this question.

- A. Financial Accounting
- **B. Travel Management**
- **C. Business Warehouse**
- D. Sales and Distribution
- **E. Compensation**

Answer: B,C,E

NEW QUESTION # 48

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 # 49

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. An Organizational Unit (O) can incorporate multiple Jobs (C).

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

Answer: B,C

NEW QUESTION # 50

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