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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).
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SAP Certified Associate - SAP HCM for SAP ECC or SAP S/4HANA Sample Questions (Q24-Q29):

NEW QUESTION # 24

A customer has created a customer-specific internal object in Organizational Management.

How can you customize the relationships between the new object and objects delivered by SAP? Note: There are 2 correct answers to this question.

- A. Add your new object type to the customer specific table.
- B. **Create an allowed relationship between objects.**
- C. Configure either the A or B relationship.
- D. **Configure both the A and B relationships.**

Answer: B,D

NEW QUESTION # 25

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

Answer: A,C

NEW QUESTION # 26

Which of the following are standard prerequisites for an employee to use the Manager's Desktop?

Note: There are 3 correct answers to this question.

- A. The organization grants access through web services.
- B. **The employee has an active user ID assigned on IT0105 (Communication).**
- C. **The organizational structure has been developed for the company.**
- D. The employee is designated as a manager using the organizational key on IT0001 (Organizational Assignment).
- E. **The employee holds the "chief position" of an organizational unit.**

Answer: B,C,E

NEW QUESTION # 27

Which of the following is a typical sequence of steps in a purchase-to-pay process?

- A. Purchase requisition -> Goods issue -> Purchase verification -> Invoice receipts -> Payment
- B. Purchase requisition -> Goods verification -> Purchase receipts -> Invoice receipts -> Payment
- C. **Purchase requisition -> Purchase order -> Goods receipt -> Invoice verification -> Payment**
- D. Purchase order -> Purchase requisition -> Goods receipt -> Invoice verification -> Payment

Answer: C

NEW QUESTION # 28

Which planning statuses are available when creating new organizational objects?

- A. Planned Submitted Rejected

- B. Submitted Active Vacant
- **C. Submitted Approved Obsolete**
- D. Vacant Approved Obsolete

Answer: C

NEW QUESTION # 29

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