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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?

The software keeps track of the previous SAP Certified Associate - SAP HCM for SAP ECC or SAP S/4HANA (C\_P2W12\_2311) practice exam attempts and shows the changes of each attempt. You don't need to wait days or weeks to get your performance report. The software displays the result of the SAP Certified Associate - SAP HCM for SAP ECC or SAP S/4HANA (C\_P2W12\_2311) practice test immediately, which is an excellent way to understand which area needs more attention.

Our C\_P2W12\_2311 exam guide have also set a series of explanation about the complicated parts certificated by the syllabus and are based on the actual situation to stimulate exam circumstance in order to provide you a high-quality and high-efficiency user experience. In addition, the C\_P2W12\_2311 exam guide function as a time-counter, and you can set fixed time to fulfill your task, so that promote your efficiency in real test. The key strong-point of our C\_P2W12\_2311 Test Guide is that we impart more important knowledge with fewer questions and answers, with those easily understandable C\_P2W12\_2311 study braindumps, you will find more interests in them and experience an easy learning process.

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## **SAP Certified Associate - SAP HCM for SAP ECC or SAP S/4HANA Sample Questions (Q63-Q68):**

### **NEW QUESTION # 63**

What is the principal purpose of employee subgroup groupings in SAP Human Capital Management?

- A. They define the selection criteria for absences and attendances.
- **B. They are the most important control indicators in the personnel structure.**
- C. They control default values for infotype fields.
- D. They control the security of the enterprise structure.

**Answer: B**

### **NEW QUESTION # 64**

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 Retroactive Accounting Relevance 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 Time Constraint indicator to allow for processing changes from previous periods.
- D. Set the Entry Before Earliest Retroactive Accounting Date indicator to allow for processing changes from previous periods.

**Answer: A**

### **NEW QUESTION # 65**

Which characteristics can be assigned to a wage type in table T511 (Wage Type Characteristics)? Note: There are 3 correct answers to this question.

- A. Employee subgroup grouping for personnel calculation rule
- **B. Processing class**
- **C. Operation indicator (deduction wage type)**
- **D. Indirect valuation module**
- E. Rewritable

**Answer: B,C,D**

### **NEW QUESTION # 66**

A customer asks you about the different Human Capital Management (HCM) solutions available in SAP.

Which solutions belong to SAP HCM?

Note: There are 3 correct answers to this question.

- **A. End User Service Delivery (MSS/ESS)**
- **B. Workforce Process Management**
- C. Capacity Planning
- **D. Talent Management**
- E. Task and Resource Management

**Answer: A,B,D**

### **NEW QUESTION # 67**

A customer requires a report that lists all employees in the Sales organizational unit and includes all subordinate organizational units. What should you recommend?

- A. Use a sequential report, select employees by personnel numbers, and use an evaluation path containing organizational units and persons.
- **B. Use a structural report, select employees by organizational unit, and use an evaluation path containing organizational units and persons.**
- C. Use a structural report, select employees by position, and use an evaluation path containing positions and persons.
- D. Use a sequential report, select employees by organizational unit, and use an evaluation path containing positions and persons.

**Answer: B**

## NEW QUESTION # 68

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