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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 (Q43-Q48):

### NEW QUESTION # 43

What does the assigned payroll area on IT0001 (Organizational Assignment) determine for an employee?

- A. Paid holidays and pay date
- **B. Pay date and pay frequency**
- C. Pay frequency and paid holidays
- D. Payroll schema and period parameter

**Answer: B**

### NEW QUESTION # 44

Your customer has a group of HR administrators that do not have access to the Actions infotype (IT0000) but are required to update specific information such as address, e-mail, bank account, and family members. How can the administrators update this information?

- **A. Use Maintain HR Master Data (PA30) to update each infotype.**
- B. Use Personnel Action (PA40) to display all the infotypes to be updated.
- C. Use the ad-hoc query report to mass update to the master data records.
- D. Run report RHINTE00 to update the master data records.

**Answer: A**

### NEW QUESTION # 45

Qualifications are called Requirements when assigned to which of the following object types? Note: There are 3 correct answers to this question.

- A. User
- **B. Work Center**
- **C. Job**
- **D. Position**
- E. Person

**Answer: B,C,D**

### NEW QUESTION # 46

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

**Answer: A**

### NEW QUESTION # 47

For the personnel number assignment, you require different number ranges for different personnel areas. Using the feature NUMKR, where would you assign the default number range?

- A. In the schema
- B. In the structure
- C. In the operation
- D. In the return value

**Answer: D**

### NEW QUESTION # 48

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