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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 (Q66-Q71):

NEW QUESTION # 66

Which tasks can be accomplished with the ABAP List Viewer?

Note: There are 2 correct answers to this question.

- A. Format totals
- B. Create/delete cluster data
- C. **Filter for data**
- D. Create/delete master data

Answer: A,C

NEW QUESTION # 67

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. Use the filter function to search for the personnel area.
- B. **Add the DATA_REQUIRED switch to the InfoSet.**
- C. Add the SPLIT_DATA_REQUIRED switch to the InfoSet.
- D. Rewrite the Ad Hoc Query definition.

Answer: B

NEW QUESTION # 68

A customer complains about errors resulting from the manual entry of wage type values and you recommend using indirect valuation as a solution. Which infotypes can use indirect valuation of wage types?

- A. ITO008 Basic Pay • ITO057 Membership Fees • IT2010 Employee Remuneration Info
- B. ITO014 Recurring Payments/Deductions • ITO015 Additional Payments • IT2010 Employee Remuneration Info
- C. ITO083 Leave Compensation • IT0416 Quota Compensation • IT2010 Employee Remuneration Info
- D. **ITO008 Basic Pay • ITO014 Recurring Payments/Deductions • ITO015 Additional Payments**

Answer: D

NEW QUESTION # 69

Which options can you use to determine default values for the pay scale type and area on IT0008 (Basic Pay)?

Note: There are 3 correct answers to this question.

- A. The module TARIF
- B. **The infotype 1005 (Planned Compensation)**
- C. **The table V_001P_C (IMG: Check Assignment of Pay Scale Structure to Enterprise Structure)**
- D. **The feature TARIF**
- E. The feature LGMST

Answer: B,C,D

NEW QUESTION # 70

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

Answer: B,C,D

NEW QUESTION # 71

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