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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?

The SAP C_P2W12_2311 desktop practice exam software is customizable and suits the learning needs of candidates. A free demo of the SAP Certified Associate - SAP HCM for SAP ECC or SAP S/4HANA (C_P2W12_2311) desktop software is available for sampling purposes. You can change C_P2W12_2311 Practice Exam's conditions such as duration and the number of questions. This simulator creates a SAP C_P2W12_2311 real exam environment that helps you to get familiar with the original test.

You should also keep in mind that to get success in the SAP C_P2W12_2311 exam is not an easy task. The SAP C_P2W12_2311 certification exam always gives a tough time to their candidates. So you have to plan well and prepare yourself as per the recommended C_P2W12_2311 Exam study material.

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SAP Certified Associate - SAP HCM for SAP ECC or SAP S/4HANA Sample Questions (Q12-Q17):

NEW QUESTION # 12

During the payroll run, you discover that some employees are missing from the run, without any warning or error messages being output. Which items would you check to find out why?

Note: There are 2 correct answers to this question.

- A. ITO000 (Personnel Actions) for incorrect employment status
- B. ITO008 (Basic Pay) for incorrect pay scale type/area assignment
- C. Payroll control record for incorrect personnel numbers
- D. ITO001 (Organizational Assignment) for incorrect payroll area assignment

Answer: A,D

NEW QUESTION # 13

A customer needs to make significant modifications to their existing organizational structure. How would you proceed?

- A. Create an evaluation path with a new plan version.
- B. **Copy the current organizational plan into a new plan version and make the adjustments.**
- C. Copy the enterprise structure into a new plan version and make the adjustments.
- D. Copy the current personnel structure into a new plan version and make the adjustments.

Answer: B

NEW QUESTION # 14

What can the Employee Subgroup Grouping for Personnel Calculation Rule determine during a payroll run?

- A. The permissible wage types for infotype 0008 (Basic Pay)
- B. The valid pay scale group and levels for each employee
- C. The valid pay grade for each employee
- D. **The valuation bases wage type for both hourly and salaried employees**

Answer: D

NEW QUESTION # 15

In the overview quadrant for transaction PPOME, how can you choose different views of the objects in the organizational structure (such as reporting, task assignment, or organizational structure)?

- A. **By choosing a different evaluation path from the "Goto" button**
- B. By choosing the "Search Term" function
- C. By using the Column configuration button
- D. By adding different profiles to your user parameters in SU3

Answer: A

NEW QUESTION # 16

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 # 17

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