

Valid C_P2W12_2311 Practice Questions & C_P2W12_2311 Exam Actual Questions

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 (Q69-Q74):

NEW QUESTION # 69

How can set operations be used in Ad Hoc Query? Note: There are 2 correct answers to this question.

- A. To create intersections or unions
- B. To choose reporting output fields
- C. To filter by negative selections
- D. To analyze trends

Answer: A,C

NEW QUESTION # 70

Which of the following PA infotypes can be maintained through standard Employee Self-Service?

- A. ITO000 (Actions) IT0006 (Address) IT0007 (Planned Working Time) IT0009 (Bank Details)
- B. ITO002 (Personal Data) IT0006 (Address) IT0007 (Planned Working Time) IT0009 (Bank Details)
- C. IT0001 (Organizational Management) IT0002 (Personal Data) IT0006 (Address) IT0009 (Bank Details)
- D. IT0002 (Personal Data) IT0006 (Address) IT0009 (Bank Details) IT0021 (Family Members/Dependents)

Answer: D

NEW QUESTION # 71

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

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

Answer: D

NEW QUESTION # 72

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

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

Answer: A

NEW QUESTION # 73

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

Answer: A,D

NEW QUESTION # 74

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