

# Free PDF 2026 C-P2W12-2311 - SAP Certified Associate - SAP HCM for SAP ECC or SAP S/4HANA Valid Test Question

## 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 (Q15-Q20):**

### **NEW QUESTION # 15**

What is the purpose of assigning module TARIF to a wage type on table T511 (Wage Type Characteristics)?

- A. To value the annual salary
- **B. To default wage type amounts**
- C. To default pay grades and levels
- D. To default wage types

**Answer: B**

### **NEW QUESTION # 16**

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 personnel structure into a new plan version and make the adjustments.
- **C. Copy the current organizational plan into a new plan version and make the adjustments.**
- D. Copy the enterprise structure into a new plan version and make the adjustments.

**Answer: C**

### **NEW QUESTION # 17**

A customer wants to use relationships to accurately depict their organizational structure. Which are standard relationships between organizational objects?

Note: There are 2 correct answers to this question.

- A. An Organizational Unit (O) can incorporate multiple Jobs (C).
- **B. A Job (C) can describe multiple Positions (S).**
- C. A Position (S) can belong to multiple Organizational Units (O).
- D. A Position (S) can be described by multiple Jobs (C).
- **E. An Organizational Unit (O) can incorporate multiple Positions (S).**

**Answer: B,E**

### **NEW QUESTION # 18**

When terminating an employee, customers need to record and evaluate the various causes of termination. What do you need to do to enable this?

- A. Configure a termination action and assign a subtype to it.
- B. Configure a termination infotype menu and define reasons for the menu.
- C. Configure a termination infogroup and link action reasons to the infogroup.
- **D. Configure a termination action and define reasons for the action type.**

**Answer: D**

### **NEW QUESTION # 19**

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 master data
- **C. Filter for data**
- D. Create/delete cluster data

**Answer: A,C**

## NEW QUESTION # 20

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