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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

A customer wants to configure their organizational structure in the Organization and Staffing user interface (transaction PPOME). What are the four main areas of the hierarchy framework in PPOME?

- A. Search area, Selection area, Overview area, Detail area
- B. Tools area, Search area, Overview area, Detail area
- C. Object area, Tools area, Overview area, Infotype area
- D. Menu area, Object area, Overview area, Infotype area

Answer: A

NEW QUESTION # 70

A customer wants to ensure that any previously processed data changes on certain infotypes are taken into account in the next payroll processing run. Which settings should be made on V_T582A (Infotype Attributes)?

- A. Set the Entry Before Earliest Retroactive Accounting Date indicator to allow for processing changes from previous periods.
- B. Set the Retroactive Accounting Relevance indicator to allow for processing changes from previous periods.
- C. Set the List Time Periods indicator to record changes in previous periods.
- D. Set the Time Constraint indicator to allow for processing changes from previous periods.

Answer: B

NEW QUESTION # 71

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. Person
- C. Position
- D. Work Center
- E. Job

Answer: C,D,E

NEW QUESTION # 72

Within a client, what is the correct sequence of steps for configuring the enterprise structure?

- A. Create Personnel Area → Create Personnel Subarea → Create Payroll Area
- B. Create Payroll Area → Create Employee Group → Create Employee Subgroup
- C. Create Personnel Area → Create Personnel Subarea → Create Country Groupings
- D. Create Company Code → Create Personnel Area → Create Personnel Subarea

Answer: D

NEW QUESTION # 73

You are developing an InfoSet for a Time Management report.
Which logical database should you select?

- A. PCH
- B. OPLOGI
- **C. PNPCE**
- D. PAP

Answer: C

NEW QUESTION # 74

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