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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 (Q22-Q27):

NEW QUESTION # 22

What can you assign in an employee's personal development (PD) subprofile?

Note: There are 3 correct answers to this question.

- A. Schedules
- **B. Qualifications**
- C. Locations
- **D. Potentials**
- **E. Dislikes**

Answer: B,D,E

NEW QUESTION # 23

When processing payroll, the Payroll Administrator receives the error message "division by 0 is not possible" for one employee. What could have caused this error?

- **A. The employee does not have an IT0008 (Basic Pay) with work hours per period.**
- B. The employee does not have a valid time management status assigned on IT0007 (Planned Working Time).
- C. Feature LGMST defaults the wrong indirect amount on IT0008 (Basic Pay).
- D. Feature SCHKZ defaults the wrong indirect amount on IT0007 (Planned Working Time).

Answer: A

NEW QUESTION # 24

Which of the following modules integrates with SAP Learning Solution? Note: There are 3 correct answers to this question.

- **A. Travel Management**
- B. Financial Accounting
- C. Sales and Distribution
- **D. Business Warehouse**
- **E. Compensation**

Answer: A,D,E

NEW QUESTION # 25

A customer wants to generate different absence quotas for union employees in different personnel areas using report RPTQTA00 (Generate Absence Quotas). Which steps must be completed to meet this requirement?

- A. Configure feature QUOMO (Determination of Quota Type Selection Rule Group) and run program RPTBPC10 (Leave Accrual and Quota Deduction).
- B. Configure Quota Overview (PT50) and configure table T559L (Quota Configuration - Selection Rules).
- C. Configure schema TQTA (Generate Absence Quotas) and run program RPTBPC10 (Leave Accrual and Quota Deduction).
- **D. Configure table T559L (Quota Configuration - Selection Rules) and configure feature QUOMO (Determination of Quota Type Selection Rule Group).**

Answer: D

NEW QUESTION # 26

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

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

Answer: C,D

NEW QUESTION # 27

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