

C-P2W12-2311 Test Preparation & C-P2W12-2311 Exam Questions & C-P2W12-2311 Test Prep

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.



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SAP Certified Associate - SAP HCM for SAP ECC or SAP S/4HANA Sample Questions (Q35-Q40):

NEW QUESTION # 35

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

Answer: B

NEW QUESTION # 36

A customer continues to pay some employees for a period of time after they are terminated. These employees should also be processed in retro calculation runs.

What do you recommend?

- A. Terminate the employee with the future date up to which you want to continue payroll processing so they are included in regular and retro runs.
- B. Terminate the employee and enter the date up to which you want to continue processing payroll in the Accounted to field on IT0003.
- C. Terminate the employee and enter the date up to which you want to continue processing payroll in the Run Payroll up to field on IT0003.
- D. Terminate the employee with the future date up to which you want to continue regular processing and use the payroll driver to force any retro runs.

Answer: C

NEW QUESTION # 37

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

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

Answer: B

NEW QUESTION # 38

What does the assigned payroll area on IT0001 (Organizational Assignment) determine for an employee?

- A. Paid holidays and pay date
- B. Payroll schema and period parameter
- C. Pay frequency and paid holidays
- D. Pay date and pay frequency

Answer: D

NEW QUESTION # 39

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

Answer: A,C

NEW QUESTION # 40

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