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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.
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SAP Certified Associate - SAP HCM for SAP ECC or SAP S/4HANA Sample Questions (Q33-Q38):

NEW QUESTION # 33

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

Note: There are 3 correct answers to this question.

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

Answer: B,C,E

NEW QUESTION # 34

You want to write a custom report on SAP Payroll results.

Which reporting tools would you use to create this report? Note: There are 2 correct answers to this question.

- A. Report Writer
- B. **SAP Query**
- C. ABAP List Viewer
- D. Ad Hoc Query

Answer: B,C

NEW QUESTION # 35

You have two time administrators. Both use the Time Manager's Workplace. One maintains time entries and runs time evaluation while the other should only maintain time entries.

How can you ensure that each time administrator only has access to the functions they require?

Note: There are 2 correct answers to this question.

- A. Assign administrators to different administrator groups in table T526.
- B. **Create different profiles for each time entry requirement in Customizing**
- C. Assign the correct profile to each administrator in their user parameters using transaction SU3 - Maintain User Profile.
- D. **Assign different profiles in feature PINCH.**

Answer: B,D

NEW QUESTION # 36

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 date and pay frequency**
- D. Pay frequency and paid holidays

Answer: C

NEW QUESTION # 37

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

- A. Purchase requisition -> Goods issue -> Purchase verification -> Invoice receipts -> Payment

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

Answer: C

NEW QUESTION # 38

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