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## 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 (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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