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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 (Q65-Q70):

NEW QUESTION # 65

When terminating an employee, customers need to record and evaluate the various causes of termination. What do you need to do to enable this?

- A. Configure a termination action and assign a subtype to it.
- B. Configure a termination infotype menu and define reasons for the menu.
- **C. Configure a termination action and define reasons for the action type.**
- D. Configure a termination infogroup and link action reasons to the infogroup.

Answer: C

NEW QUESTION # 66

A customer wants to implement the mini master for minimal time management. Which of the following infotypes are among those required?

- A. IT0001 (Organization Assignment) and IT0315 (Time Sheet Defaults)
- B. ITO002 (Personal Data) and IT2012 (Time Transfer Specifications)
- C. IT2010 (Employee Remuneration Information) and IT2012 (Time Transfer Specifications)
- **D. IT0001 (Organization Assignment) and IT0002 (Personal Data)**

Answer: D

NEW QUESTION # 67

For the personnel number assignment, you require different number ranges for different personnel areas. Using the feature NUMKR, where would you assign the default number range?

- A. In the structure
- **B. In the return value**
- C. In the operation
- D. In the schema

Answer: B

NEW QUESTION # 68

What can employees do using the standard Employee Self-Service?

- A. Change their office location.
- **B. Change their permanent address.**
- C. Change their position title.
- D. Change their work schedule rule.

Answer: B

NEW QUESTION # 69

An employee is on vacation. In addition to entering a vacation absence record, the employee also attempts to create an overtime record on the same day.

Which Time Constraint Class Reaction indicator do you assign to the absence and attendance type to prohibit this?

- A. N-You can create a new record, but the record remains unchanged. Collisions are not displayed.
- **B. E - The new record cannot be added and the system issues an error message. All collisions are displayed.**
- C. A-The old record is delimited and the new record is created. All collisions are displayed.
- D. W-You can create a new record, but the record remains unchanged. All collisions are displayed.

Answer: B

NEW QUESTION # 70

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