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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.
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SAP Certified Associate - SAP HCM for SAP ECC or SAP S/4HANA Sample Questions (Q40-Q45):

NEW QUESTION # 40

What is the principal purpose of employee subgroup groupings in SAP Human Capital Management?

- A. They define the selection criteria for absences and attendances.
- B. They control default values for infotype fields.
- **C. They are the most important control indicators in the personnel structure.**
- D. They control the security of the enterprise structure.

Answer: C

NEW QUESTION # 41

A customer is concerned that WPBP splits on the IT input table may lead to overpayments.

What explanations do you provide to address their concerns?

Note: There are 2 correct answers to this question.

- **A. WPBP splits occur when an employee enters or leaves the company during a pay period. They are used to prorate their pay accordingly.**
- B. WPBP splits occur when an employee's address changes during a pay period. They are used to allocate benefit deductions to the correct provider.
- C. WPBP splits occur when an employee's bank information changes during a pay period. They are used to allocate payments to the correct account.
- **D. WPBP splits occur when an employee's organizational assignment changes. They are used to allocate personnel costs to the correct cost center.**

Answer: A,D

NEW QUESTION # 42

A customer requires a report that lists all employees in the Sales organizational unit and includes all subordinate organizational units. What should you recommend?

- A. Use a sequential report, select employees by personnel numbers, and use an evaluation path containing organizational units and persons.
- B. Use a sequential report, select employees by organizational unit, and use an evaluation path containing positions and persons.
- C. Use a structural report, select employees by position, and use an evaluation path containing positions and persons.
- **D. Use a structural report, select employees by organizational unit, and use an evaluation path containing organizational units and persons.**

Answer: D

NEW QUESTION # 43

A customer asks you about the different Human Capital Management (HCM) solutions available in SAP.

Which solutions belong to SAP HCM?

Note: There are 3 correct answers to this question.

- **A. Talent Management**
- B. Capacity Planning
- **C. End User Service Delivery (MSS/ESS)**
- D. Task and Resource Management
- **E. Workforce Process Management**

Answer: A,C,E

NEW QUESTION # 44

A customer needs to assign different public holiday calendars in their work schedule configuration. To which part of the HR structure is the public holiday calendar assigned?

- A. Employee structure
- **B. Enterprise structure**
- C. Personnel structure
- D. Organizational structure

Answer: B

NEW QUESTION # 45

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