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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 (Q12-Q17):

NEW QUESTION # 12

Your employee receives a pay raise effective July 1st of the current year. Which are the recommended options for updating the employee's master data? Note: There are 3 correct answers to this question.

- **A. Copy and update the existing record effective July 1st.**
- B. Create a new record effective July 1st and delete the old record.
- **C. Create a new record effective July 1st.**
- D. Change the existing record effective July 1st.
- **E. Execute a change of pay action.**

Answer: A,C,E

NEW QUESTION # 13

Employees have half-day public holidays that need to be included in their work schedules.

How can you incorporate rule number 01 - as shown in the graphic - in the daily work schedule configuration? Note: There are 2 correct answers to this question.

- **A. Configure a daily work schedule variant B for the shorter days.**
- **B. Configure a daily work schedule with DWS selection rule 01.**
- C. Create a new period work schedule for half days.
- D. Configure a daily work schedule with zero planned hours on public holidays.

Answer: A,B

NEW QUESTION # 14

A US company wants specific field characteristics (optional, required, hidden) to be different for some areas of the organization. How can you achieve this?

- A. Set up an Infotype menu for fast data entry.
- **B. Adjust the screen modifications in the Infotype Screen Control table.**
- C. Configure multiple header definition settings for use on the Header Structure per Infotype table.
- D. Maintain the ADDR5 feature to determine screen control for foreign addresses.

Answer: B

NEW QUESTION # 15

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

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

Answer: C

NEW QUESTION # 16

A customer requires a report for employees with qualifications according to personnel area.

How can you restrict the output to display only employees who actually have qualifications?

- A. Use the filter function to search for the personnel area.
- **B. Add the DATA_REQUIRED switch to the InfoSet.**
- C. Add the SPLIT_DATA_REQUIRED switch to the InfoSet.
- D. Rewrite the Ad Hoc Query definition.

Answer: B

NEW QUESTION # 17

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