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QUESTION 1

Your customer uses role-based permissions.

Where in the Admin Tools do you assign permissions to allow a user to import compensation data?

Please choose the correct answer.

Choose one:

A. Manage Employee Import Privilege

B. Import Users

C. Manage Users

D. Administrative Privileges

Correct Answer: C

QUESTION 2

Your customer uses a look-up table to calculate custom budgets as shown in the attached screenshot. The budget is based on an employee\'s country and status. In the template, the country is defined with the field ID `customCountry\'` and the

status is defined with the field ID `customStatus\'`.

You need to create a custom field that contains the look-up value foe the promotion budget percent.

What is the correct syntax for the calculated field?

Please choose the correct answer.

Response:

A. lookup("2012_Custom_Budget_Pool"\\' customCountry, customStatus,3)

B. lookup("2012_Custom_Budget_Pool"\\' customCountry, customStatus,1)

C. lookup("2012_Custom_Budget_Pool"\\' customCountry, customStatus,promotion)

D. lookup("2012_Custom_Budget_Pool"\\' customCountry, customStatus)

Correct Answer: B

QUESTION 3

When setting up rating sources in a compensation plan template, which of the following rating types can you select?

There are 2 correct answers.

Response:

A. overallCompetency

B. overallPerformancePotential

C. overall360

D. overallPerformance

Correct Answer: AD

QUESTION 4

Which compensation column inthe User Data File (UDF) is required for multi-currency deployments?

Please choose the correct answer.

Response:

A. Country

B. Local currency code

C. Functional currency code

D. Salary type

Correct Answer: B

QUESTION 5

What are the advantages of the PercentofMeritTarget budget mode?

Please choose the correct answer.

Choose one:

A. It is easy to configure since it is based on employee performance and benchmarks.

B. It is dynamic since budgets recalculatewhen new targets are loaded.

C. It is client-specific and uses custom calculations if needed.

D. It is flexible since it is NOT based on users\\' imported salaries.

Correct Answer: D

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