



C_THR87_2105^{Q&As}

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QUESTION 1

The custom formula is `tgtPctf\salary`. Looking at the background element, what adjustment must be made? Please choose the correct answer.

- A. The basis field must be deleted from background element
- B. The `tgtPct` and `salary` fields must both be numeric fields
- C. The `tgtPct` and `salary` fields must both be float fields
- D. The basis field must be hidden in the background element

Correct Answer: D

QUESTION 2

Which "field-name" attributes of a variable pay background element are reserved for specific data field ids? There are 2 correct answers to this question.

- A. `IfidI`
- B. `Ffid1`
- C. `Vfid5`
- D. `DfidI`

Correct Answer: BC

QUESTION 3

What is the Difference between additive and multiplicative formulas for bonus calculation? Please choose the correct answer.

- A. Additive formulas use section weights whereas multiplicative formulas use payout percent
- B. Additive formulas use payout percent whereas multiplicative formulas use payout amount multiplied by section weights.
- C. Additive formulas use payout amount whereas multiplicative formulas use payout percent
- D. Additive formulas use payout percent whereas multiplicative formulas use section weights.

Correct Answer: C

QUESTION 4

Which scenario requires weights and mappings data file to be imported? There are 3 correct answers to this question.



- A. Change in goal display order
- B. Change in bonus plan
- C. Change in eligibility rule
- D. Change in look up field
- E. Change in business goal

Correct Answer: CDE

QUESTION 5

This compensation hierarchy designates all managers to be compensation planners. Please choose the correct answer

- A. Rollup Hierarchy
- B. Standard Suite Hierarchy
- C. Second Manager Hierarchy

Correct Answer: B

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