



C_THR87_2105^{Q&As}

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QUESTION 1

Where do you set the display order of the business goals? Please choose the correct answer.

- A. Weights and Mappings Data file
- B. Business goals data file
- C. Bonus plan data file
- D. Business goals in Manage plan details

Correct Answer: D

QUESTION 2

This file contains the achievement forecasts and results. Please choose the correct answer.

- A. Employee History
- B. Goal weights
- C. Business Goals
- D. Bonus Plan

Correct Answer: C

QUESTION 3

Which steps are necessary to activate the variable pay individual view? There are 3 correct answers to this question.

- A. Configure employee files
- B. Add variable pay individual view to succession data model
- C. Add variable pay individual view to variable plan template
- D. Select display live profile view after form creation
- E. Complete variable pay forms

Correct Answer: ABD

QUESTION 4

Given the image below, what hierarchy method is being used in the template? Please choose the correct answer.

- A. Compensation Manager hierarchy with inactive users



- B. Standard suite hierarchy
- C. Standard suite hierarchy with inactive users
- D. Compensation Manager Hierarchy

Correct Answer: D

QUESTION 5

Which use cases require multiplicative formulas? There are 2 correct answers to this question.

- A. A customer would like the bonus payout to be weighted 50:50 between the personal and business performance.
- B. A customer would like to calculate the individual and team sections as an amount.
- C. A customer would only pay the target amount if an employee completed above 70% of his individual goals.
- D. A customer would like to determine the individual and team sections as a percent.

Correct Answer: CD

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