



C_THR87_2105^{Q&As}

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QUESTION 1

How are business goals cascaded to employees? Please choose the correct answer.

- A. Business goal uses fields from Employee History file as look-up attributes
- B. Business goals come from Performance Management forms
- C. Eligibility file contains the look-up attributes to cascade goals to employees
- D. Bonus Plan defines which goals are assigned to bonus plan

Correct Answer: A

QUESTION 2

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

QUESTION 3

Your customer has the following bonus plan eligibility requirements:

- A. Hire date is on or before "8th Sept 2015"
- B. Business unit is equal to "HR" or location is equal to "East" Which option can be used to fulfil this requirement?
Please choose the correct answer.
- C. Use compensation eligibility rules
- D. Use bonus plan data file import .
- E. Use eligibility rule data file import
- F. Use configure business rules

Correct Answer: C

QUESTION 4

This setting allows the use of unlimited payout points. Please choose the correct answer.



- A. Bonus caps
- B. Flexible payout curves
- C. Assignment based rating
- D. Multiplier setting

Correct Answer: B

QUESTION 5

This feature allows administrator to restrict field visibility to certain roles. Please choose the correct answer.

- A. Field grouping
- B. Field-Based permission
- C. Field restriction is not supported
- D. Read only function in Column Designer

Correct Answer: B

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