



C_THR87_2105^{Q&As}

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QUESTION 1

Your customer asks for separate teams to manage the compensation process across the globe using a single template for the organization.

Which features are required?

There are 2 correct answers to this question.

- A. Decentralized Admin
- B. Field Permission Groups
- C. Statement Assignment Groups
- D. Role-Based Per

Correct Answer: AD

QUESTION 2

Why would you use the background element for variable pay? Please choose the correct answer

- A. To define the fields for bonus plan file
- B. To define the fields of variable pay portlet in employee profile
- C. To define the fields for business goals file
- D. To define the fields for employee history data file

Correct Answer: D

QUESTION 3

By default bonus forecasting results can be grouped into which categories? There are 2 correct answers to this question.

- A. Job code
- B. Country
- C. Planners
- D. Department

Correct Answer: BD



QUESTION 4

Which field changes in the employee history editor require a recalculation of the bonus payout to update ex Please choose the correct answer.

- A. Assignment Dates
- B. Payout percent
- C. User name
- D. Basis

Correct Answer: A

QUESTION 5

Which fields are required in the Employee history data file? There are 3 correct answers to this question.

- A. End Date
- B. Bonus Target Percentage
- C. Start Date
- D. Salary
- E. Basis

Correct Answer: ACE

QUESTION 6

How can an employee's target bonus value get prorated based on the employee's hire date? Please choose the correct answer.

- A. Make sure the SALARY_PRORATING_START_DATE in the user data file(UDF) is the employee's hire date
- B. Calculate the percent of proration and put that percentage in the SALARY_PRORATING column on the user data file(UDF)
- C. Put the employee's hire date in the startDate for the assignment in the employee history file
- D. Set the include SalaryProrating option to 'true' in the template XML and use date-based proration

Correct Answer: C

QUESTION 7

One example of a bonus calculation formula is base multiplied by individual performance What does Base indicates? Please choose the correct answer.



- A. Bonus Target amount
- B. Bonus payout percentage
- C. Bonus Actual Amount
- D. Bonus section weight

Correct Answer: B

QUESTION 8

What information is entered in the varPayProgramName column of the employee history data file? Please choose the correct answer.

- A. The background type ID
- B. The variable pay objective plan id
- C. The background element name
- D. The plan template name

Correct Answer: C

QUESTION 9

How can worksheets be created with employees reporting to different managers outside of the normal reporting relationship? Please choose the correct answer.

- A. Create a second manager hierarchy and have the template use that hierarchy instead of the reporting hierarchy.
- B. Use the custom manager option for assigning employees in the data file and in the route map
- C. Create worksheets as done in compensation planning and move employees to other managers through employee membership
- D. Assign the employees to matrix managers and use matrix managers in the route map

Correct Answer: C

QUESTION 10

What information is entered in the varPayProgramName column of the employee history data file? Please choose the correct answer.

- A. The background element name
- B. The variable pay objective plan id
- C. The background type ID



D. The plan template name

Correct Answer: A

QUESTION 11

How does the variable pay form determine the default compensation number format? Please choose the correct answer.

- A. Based on the employee's imported default locale
- B. Based on the planner's imported default locale
- C. Based on the format assigned to the field
- D. Based on the number format rules

Correct Answer: D

QUESTION 12

Your Customer wants to use its business units to assign goal achievements. To set up this requirement, what do you need to do? Please choose the correct answer.

- A. Import data via User Data File(UDF)
- B. Define business units field as department in succession data model XML
- C. Define business units field in the variable pay background element XML
- D. Import data via Employee History data file

Correct Answer: D

QUESTION 13

Which variable pay report will generate multiple rows per employee, showing calculated payout for every business goal an employee has within a bonus plan?

Please choose the correct answer.

- A. Business goal performance
- B. Individual preview
- C. Bonus payout
- D. Bonus payout details

Correct Answer: D



QUESTION 14

Based on the Eligibility rule in the following screenshot, which employees are eligible for bonus plan B1? Please choose the correct answer.

- A. All employees from division D1 with department T1 AND all employees from division D2 with job role J1
- B. All employees from division D1 OR D2 OR department T1 OR with job role J1
- C. All employees from division D1 OR D2 with department T1 AND job role J1.
- D. All employees from division D1 AND D2 with department T1 OR job role J1

Correct Answer: B

QUESTION 15

By default bonus forecasting results can be grouped into which categories? There are 2 correct answers to this question.

- A. Planners
- B. Country
- C. Job code
- D. Department

Correct Answer: BD

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