



C_THR87_2105^{Q&As}

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QUESTION 1

What information does the override report provide? Please choose the correct answer.

- A. Identify employees who were moved based on the advanced setting of "Do not override manually updated employees"
- B. Employees who have the section percent values modified from the default
- C. Employees who have an amount entered which varies from the default guideline amount
- D. Employees who have an amount entered in the field total Final Payout

Correct Answer: D

QUESTION 2

Why would you need to use multiple bonus plans? There are 3 correct answers to this question.

- A. Different Bonus plan caps
- B. Different Business Goals weights
- C. Different set of business goals
- D. Different Bonus eligibility rules
- E. Different Bonus Achievement calculations

Correct Answer: ABC

QUESTION 3

Company ABC rewards its sales employees based on company and individual performance. An employee's individual performance is worth 80% of the total payout and business goals are worth 20% of the total payout.

The business goals are corporate revenue, weighted 40% and corporate operating income amount, weighted 60%.

The employee target bonus is \$1,000.

Corporate revenue amount 50%

Corporate operating income amount 100%

Target Individual Amount 120%

What is the final bonus payout amount?

Please choose the correct answer.



- A. \$960
- B. \$1,120
- C. \$1,000
- D. \$1,160

Correct Answer: D

QUESTION 4

The employee history data file import process was completed but returned with errors. Given the image below, which column is causing the error message?

- A. The end Date column
- B. The salary column
- C. The basis column
- D. The tgtpct column

Correct Answer: C

QUESTION 5

Why would you need to use multiple bonus plans? There are 3 correct answers to this question.

- A. Different Bonus Achievement calculations
- B. Different Bonus plan caps
- C. Different Business Goals weights
- D. Different set of business goals
- E. Different Bonus eligibility rules

Correct Answer: BCD

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