



C_THR87_2105^{Q&As}

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QUESTION 1

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

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

Correct Answer: D

QUESTION 2

The client has 3 business goals for their variable pay program: PROFIT, EBITA and NETSALES. However, if their net sales is less than the payment regardless of performance) and payout will be zero. How can one goal's performance affect the payout of another goal? There are 2 correct answers to this question.

- A. Using the performance minimum in business goals
- B. Use IF/THEN logic to modify the payout amount at the assignment level
- C. Using the gates option for business goals
- D. Configuring an eligibility rule

Correct Answer: AC

QUESTION 3

Customer variable pay program dates are January 1 to December 31, 2014. Given the screenshot below, what are proration and prorated target amount? Please choose the correct answer.

- A. 25% and 6000 respectively
- B. 25% and 2000 respectively
- C. 75% and 6000 respectively
- D. 75% and 2000 respectively

Correct Answer: C

QUESTION 4



Which of the following statements provide a description of Guidelines? There are 2 correct answers to this question

- A. Guidelines can be configured to be based on five custom fields
- B. Guidelines are used only for Individual and Team components of bonus calculation
- C. Hard Limit set in guidelines can be overridden
- D. Guidelines can use multiple criteria

Correct Answer: BD

QUESTION 5

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

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