



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. Role-Based Per
- D. Statement Assignment Groups

Correct Answer: AC

QUESTION 2

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

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

Correct Answer: A

QUESTION 3

What is the first step to activate the auditing of variable pay data?4 Please choose the correct answer.

- A. Select the fields in the variable pay plan activity audit
- B. Schedule the quartz job called Comp Entry Audit Process
- C. Enable the Audit setting in provisioning
- D. Submit a CO ticket to Customer Success

Correct Answer: D

QUESTION 4



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 V LI membership

Correct Answer: D

QUESTION 5

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

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