

C_THR87_2105^{Q&As}

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QUESTION 1

Your customer has the following bonus plan eligibility requirements:

- A. Hire date is on or before "8th Sept 2015"
- B. Business units 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 bonus plan data file import
- D. Use configure business rules
- E. Use compensation eligibility rules
- F. Use eligibility rule data file import

Correct Answer: D

QUESTION 2

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

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

Correct Answer: B

QUESTION 3

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 4

Which use cases require multiplicative formulas? There are 2 correct answers to this question.

- A. A customer would like the bonus payout to be weighted 50:50 between the personal and business performance.
- B. A customer would like to calculate the individual and team sections as an amount.
- C. A customer would only pay the target amount if an employee completed above 70% of his individual goals.
- D. A customer would like to determine the individual and team sections as a percent.

Correct Answer: CD

QUESTION 5

A customer Updated an employee's assignment date using the employee history editor, but the proration amount remained the same in the worksheet. How can you correct this? Please choose the correct answer.

- A. Use "Update a Specific Worksheet"
- B. Use "Update all worksheets"
- C. Use Calculate bonus payout"
- D. Delete the existing worksheet and then launch a new set.

Correct Answer: C

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