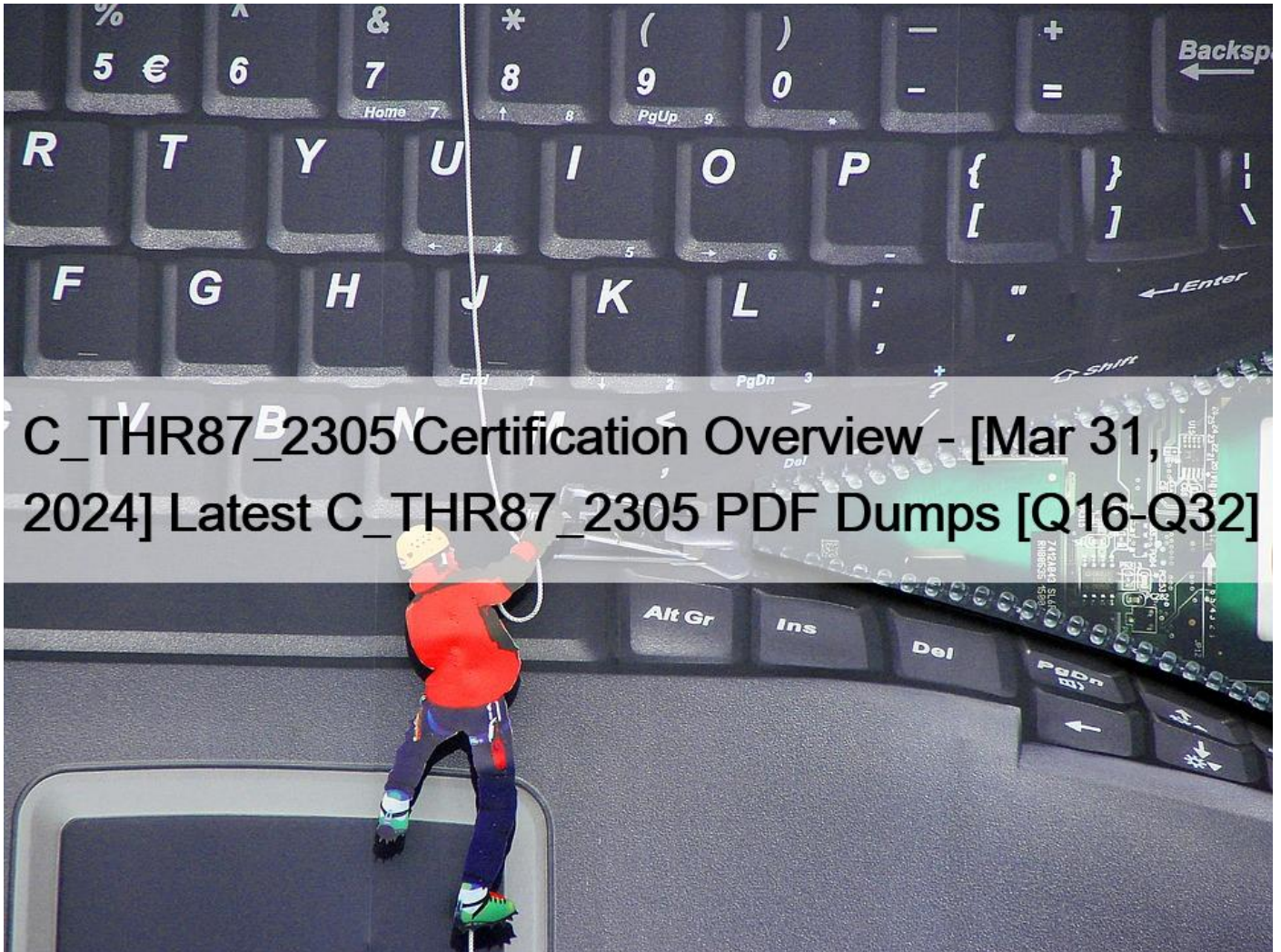


## C\_THR87\_2305 Certification Overview - [Mar 31, 2024 Latest C\_THR87\_2305 PDF Dumps [Q16-Q32]



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### NEW QUESTION 16

What is the effect of proration rounding?

- \* Rounds proration to a monthly value
- \* Changes start and/or end date used in BonusCalculation
- \* Forces proration to have X decimal places, where X is configurable
- \* Allows for the use of `&#8220;point in time&#8221;` salary calculations

### NEW QUESTION 17

How is goal payout determined when using the direct payout function type?

- \* Direct payout percentage will override normal performance payout calculation.
- \* The lower amount between the direct payout percentage and the performance minimum payout percentage will be used.
- \* The higher amount between the direct payout percentage and the performance maximum payout percentage will be used.
- \* The lower amount between the direct payout percentage and the estimated target payout calculation will be used.

### NEW QUESTION 18

A client has three custom fields in their templates and they want to use these fields as plan-level Executive Review filters to help with their analysis. Which of the following is a valid configuration option for this requirement in a non-EC configuration?

- \* The fields use a lookup table to derive the data based on conditional logic and are read-only.
- \* The fields use a custom calculation and are read-only.
- \* The fields are mapped to import keys uploaded within the UDF and are read-only.
- \* The fields are mapped to import keys uploaded within the UDF and are editable.

### NEW QUESTION 19

A client has the following requirements: Executives have 3 business goals and NO individual performance metrics. Divisional VPs have 6 business goals and NO individual performance metrics. Directors have 6 business goals and individual performance weighted at 40%. Managers have 3 business goals and an individual performance multiplier. What is the minimum number of templates that can be configured to satisfy these requirements without the use of custom columns?

- \* 1
- \* 4
- \* 2
- \* 3

### NEW QUESTION 20

Your customer wants to display historical bonus payments with the current worksheet. How can they show this information? Note: There are 2 correct answers to this question.

- \* Define compensation period data in the compensation profile.
- \* Configure custom views in plan setup.
- \* Build an integration with the previous variable pay goal template.
- \* Create eligibility rules to pull historical data from previous plans.

### NEW QUESTION 21

Which of the following areas are impacted when a customer uses flexible payout curves in their Variable Pay plan? Note: There are 2 correct answers to this question.

- \* Calculations
- \* Lookup values
- \* Guidelines
- \* Reports

### NEW QUESTION 22

In which customer scenarios are multiple bonus plans required in a single program? Note: There are 2 correct answers to this question.

- \* The bonuses of different groups of employees are affected by different business goals.
- \* There is a single business goal applied to Manufacturing and Engineering, but HR is excluded from the bonus process.
- \* There are only two business goals, but the weighting of the goals varies by employee grade.

- \* In some countries, the bonus is multiplicative, while in others it is additive.

### NEW QUESTION 23

The bonuses of all employees at your client are determined by the following results: 30% Corporate Performance. 30% Country Performance. 40% Individual Achievement. All employees have the same result for Corporate Performance, but the result for Country Performance varies based on the employee's country.

The Individual Achievement comes from a linked performance form's overall result. How would this be configured? Note: There are 2 correct answers to this question.

- \* Additive plan with one Business Goal section. The Business Goal section is weighted 60% and the Individual section is weighted 40%. Within the Business Goal section, Corporate Performance is weighted 50% and Country Performance is weighted 50%
- \* Additive plan with two Business Goal sections. Corporate Performance in one Business Goal section, weighted at 30%. Country Performance in other section, weighted at 30%. Individual section weighted at 40%
- \* Additive plan with one Business Goal section. The Business Goal section is weighted 30% and the Individual section is weighted 40%. Within the Business Goal section, Corporate Performance is weighted 30% and Country Performance is weighted 30%
- \* Additive plan with one Business Goal section. The Business Goal section is weighted 60% and the Individual section is weighted 40%. Within the Business Goal section, Corporate Performance is weighted 30% and Country Performance is weighted 30%

### NEW QUESTION 24

From where can you pull fields to assign business goals to employees through the business goals import file?

- \* Summary level custom reportable fields
- \* Bonus plan weights
- \* Summary level standard fields
- \* Employee history fields

### NEW QUESTION 25

Where do you define the payout function type?

- \* Business Goal Weights
- \* Business Goals
- \* Bonus Plan
- \* Background Element

### NEW QUESTION 26

Which of the following are payout function types supported in Business Goals? Note: There are 3 correct answers to this question.

- \* Step scale
- \* Multiplicative
- \* Interpolation
- \* Additive
- \* Direct payout

### NEW QUESTION 27

Due to some company reorganizations and rapid career advancement, an employee at your client has the following data in Employee Central: On the Variable Pay template, there is a custom string column that is mapped to the Job Title field on the Job Information portlet in Employee Central. The Effective Date of the template is June 1, 2020. The Bonus Period is from January 1, 2020 to December 31, 2020. What is displayed in the Job Title field when the forms are launched?

Effective Date	Department	Job Title	Bonus Plan
June 15, 2019	Sales	Sales Associate	SALES
Jan 23, 2020	Sales	Sales Advisor	SALES
April 1, 2020	Marketing	Marketing Assistant	MKT
November 23, 2020	Marketing	Marketing Manager	MANAGER

- \* Marketing Assistant
- \* Marketing Manager
- \* Sales Advisor
- \* Sales Associate

### NEW QUESTION 28

A customer is using a custom formula to calculate the employee basis. What must you do to ensure that the basis calculates correctly?

- \* Configure the Basis field as a custom field in the background element.
- \* Leave the Basis field blank when importing the employee history data file.
- \* Delete the Basis field header when importing the employee history data file.
- \* Configure the Basis field to be hidden in the background element.

### NEW QUESTION 29

Which of the following fields are connected to reserved fields in the Variable Pay Background Element? Note:

There are 3 correct answers to this question.

- \* Variable Pay Program Name
- \* Basis
- \* Local Currency Code
- \* Salary
- \* Target Percentage

### NEW QUESTION 30

If the Starting Point for Manager Form Eligibility is set to '&#8220;No employees are eligible&#8221;', what actions can you take to include employees in the bonus plan? Note: There are 2 correct answers to this question.

- \* Use an MDF rule instead of importing eligibility rules.
- \* Flag employees in the UDF as TRUE in COMPENSATION\_ELIGIBLE.
- \* Create a rule in Manager Form Eligibility to include employees.
- \* Add employees to the history data file.

### NEW QUESTION 31

What formula do you use to suppress statements?

- \* `if(finalPayout=0,&#8221;FALSE&#8221;,&#8221;TRUE&#8221;)`
- \* `if(finalPayout=0,&#8221;Valid&#8221;,&#8221;Invalid&#8221;)`
- \* `if(finalPayout=0,&#8221; &#8220;)`
- \* `if(finalPayout=0, &#8220;Yes&#8221;, &#8220;No&#8221;)`

### NEW QUESTION 32

Which of the following scenarios are good uses of a global eligibility rule in an Employee Central integrated template? Note: There are 2 correct answers to this question.

- \* Only employees who have had less than 20 days of unpaid leave during the bonus period are eligible for a bonus.
- \* Only employees in bonus plans &#8220;Executive&#8221;, &#8220;Manager&#8221; or &#8220;Employee&#8221; are eligible to receive a bonus.
- \* Only employees who are active employees on January 1, 2020 are eligible to receive a bonus.
- \* Only Permanent full-time employees are eligible to receive a bonus.

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