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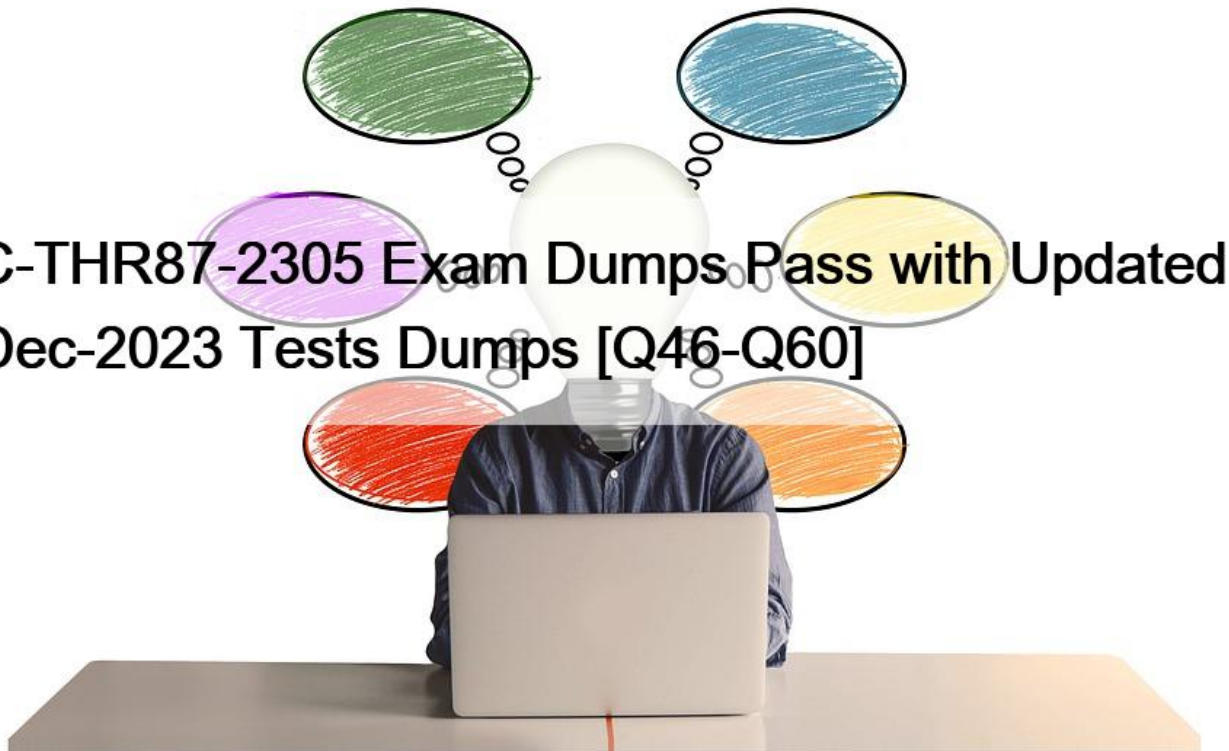

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C-THR87-2305 exam questions for practice in 2023 Updated 82 Questions

NEW QUESTION 46

Which scenario requires the weights and mappings data file to be reimported?
* Change in business goal name
* Change in eligibility rule criteria
* Update in an employee’s assignment date
* Update in bonus cap

NEW QUESTION 47

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 “Executive”, “Manager” or “Employee” 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.

NEW QUESTION 48

Manager form eligibility rules are written to exclude employees in specific business units. Based on this information, which setting must be enabled for the plan to include the correct employees?
* Enable Guideline Optimization
* Enable Suppress Statement
* All employees are eligible
* No employees are eligible

NEW QUESTION 49

Company XYZ rewards its sales employees based on company and individual performance. Each employee's target bonus is a percentage of their salary. Both company and individual performance are combined, then multiplied by the basis. Employees are assigned weighted goals under company performance (revenue, profit, etc.). Which of the following bonus calculation equations is best to use for this organization?
* base x business performance x individual performance
* base + (business performance + individual performance)
* base x (business performance x individual performance)
* base x (business performance + individual performance)

NEW QUESTION 50

Why might you use the check tool? Note: There are 2 correct answers to this question.
* To determine if goal weights are equal to 100%
* To determine if employees are assigned to an appropriate bonus plan
* To determine if custom fields are reloadable
* To determine inactive planners in the hierarchy

NEW QUESTION 51

Your client wants to award quarterly bonuses, where the quarters are aligned as follows: Q1: November

1-January 31. Q2: February 1-April 30. Q3: May 1-July 31. Q4: August 1-October 31. Bonuses are paid at the end of each quarter. Which of the following combinations of configuration options would work for this scenario?
* One variable pay template with the bonus start date November 1 and end date October 31, and the bonus plan multiplier set to 25%
* One variable pay template with the bonus start date November 1 and end date October 31; employee history is loaded with four records per employee (one per quarter) and bonus paid in fullon October 31
* Four variable pay templates, with the bonus start and end dates aligned with the customer's dates and employee history to match
* Four variable pay templates, with the bonus start and end dates aligned with "traditional" quarter dates and custom columns in the employee history to display the customer's dates

NEW QUESTION 52

Where do you set the display order of the business goals?

* Bonus plan file
* Business goals file
* Business goal weights file
* Design Worksheet

NEW QUESTION 53

How can you create worksheets where employees have planners outside their line manager hierarchy?
* Use the custom manager option for assigning employees in the user data file and in the route map.
* Create a Second Manager hierarchy and set the template to use this hierarchy instead of the Standard hierarchy.
* Create the worksheets the same as in compensation planning and move employees to other managers through Employee Membership.
* Assign the employees to matrix managers and use matrix managers in the route map.

NEW QUESTION 54

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 55

A customer does NOT want the basis to be prorated. In the employee history data file, what dates must the customer enter?
* Dates later than program dates
* Dates should NOT be entered
* Dates equal to the program dates
* Dates earlier than program dates

NEW QUESTION 56

A performance management (PM) form will be considered a match to an assignment when its period overlaps with the period of the assignment. Which combination of conditions qualifies as “overlap”?
* PM form start date >= Assignment end date. Assignment start date <= PM form start date
* PM form start date <= Assignment start date. Assignment start date >= PM form end date
* PM form start date <= Assignment end date. Assignment start date <= PM form end date
* PM form start date <= Assignment start date. PM form end date <= Assignment end date

NEW QUESTION 57

Which mathematical operations can be used with standard bonus calculation equations? Note: There are 2 correct answers to this question.
* Division
* Subtraction
* Multiplication
* Addition

NEW QUESTION 58

Your customer wants to use business goals in a Variable Pay program. Which actions are needed? Note: There are 3 correct answers to this question.
* Reference the Plan ID in the business goal data file.
* Reference the Plan ID in the Bonus Plan file.
* Upload the Business Goal XML template in Provisioning.
* Assign the Business Goal template to the Variable Pay program.
* Update eligibility rules to include a bonus plan.

NEW QUESTION 59

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 60

Your customer wants to load the final results of business goals to be used in payout calculation. What column from the business goal import file must be used to load the results of each business goal?
* directPayout
* payoutPercentTarget
* payoutFunctionType
* notes

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