



Free Questions for C_THR87_2311 by [certsinside](#)

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Question 1

Question Type: MultipleChoice

Which of the following data files are linked by legacy eligibility rules? Note: There are 2 correct answers to this question.

Options:

- A- Business goals data file
- B- Bonus plan data file
- C- User data file
- D- Employee history data file

Answer:

B, D

Question 2

Question Type: MultipleChoice

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

Options:

- A- Division
- B- Subtraction
- C- Multiplication
- D- Addition

Answer:

C, D

Question 3

Question Type: MultipleChoice

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

Options:

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

Answer:

A

Question 4

Question Type: MultipleChoice

The employee history data file import process was completed but returned with errors. Given the information in the screenshot, which column is causing the error message?

userId	varPayEmpHistData	startDate	endDate	varPayProgramName	division	department	country	payGrade	jobTitle
1	varPayEmpHistData	01/01/2015	12/31/2015	July Var Pay	Manufacturing	Production FR	FRA	GR-10	Assembly Manager
100009	varPayEmpHistData	01/01/2014	12/31/2015	July Var Pay	Corporate Services	Talent Acquisition US	USA	GR-08	Recruiting Manager
100052	varPayEmpHistData	10/12/1996	12/31/2015	July Var Pay	Corporate Services	Employee Development US	USA	GR-06	Development Analyst Lead
100083	varPayEmpHistData	01/01/2014	12/31/2015	July Var Pay	Corporate Services	Employee Development US	USA	GR-08	Development Manager
100093	varPayEmpHistData	01/01/1997	12/31/2015	July Var Pay	Corporate Services	Employee Development US	USA	GR-06	Development Analyst
100095	varPayEmpHistData	01/01/1997	12/31/2015	July Var Pay	Corporate Services	Employee Development US	USA	GR-06	Program Manager
100096	varPayEmpHistData	01/01/2015	12/31/2015	July Var Pay	Manufacturing	Quality Assurance US	USA	GR-06	Inspector
100097	varPayEmpHistData	01/01/2015	02/01/2015	July Var Pay	Manufacturing	Operations CN	CHN	GR-10	Quality Assurance Manager
100097	varPayEmpHistData	02/02/2015	12/31/2015	July Var Pay	Manufacturing	Operations CN	CHN	GR-10	Quality Assurance Manager
1000971	varPayEmpHistData	03/07/2015	12/31/2015	July Var Pay	Manufacturing	Production DE	DEU	GR-08	Capacity Planning Manager
100112	varPayEmpHistData	01/01/1996	09/29/2015	July Var Pay	Manufacturing	Operations US	USA	GR-14	SVP Operations & Maintenance
100112	varPayEmpHistData	09/30/2015	12/31/2015	July Var Pay	Manufacturing	Operations US	USA	GR-14	SVP Operations & Maintenance
100113	varPayEmpHistData	01/01/1996	12/31/2015	July Var Pay	Manufacturing	Production US	USA	GR-03	Executive Assistant
100115	varPayEmpHistData	10/17/2012	12/31/2015	July Var Pay	Manufacturing	Operations US	USA	GR-14	VP Operations
100135	varPayEmpHistData	10/03/2011	12/31/2015	July Var Pay	Executive Office	Leadership Team USA	USA	GR-16	President United States
100152	varPayEmpHistData	01/01/2014	12/31/2015	July Var Pay	Corporate Services	Compensation and Benefits US	USA	GR-08	Compensation Manager
100173	varPayEmpHistData	01/01/1996	12/31/2015	July Var Pay	Executive Office	Leadership Team USA	USA	GR-03	Executive Assistant to the President

Options:

- A- The country column shows a code rather than a label.
- B- The basis column is using commas.
- C- The endDate column is in mm/dd/yyyy format.
- D- The tgtPct column is using decimals.

Answer:

B

Question 5

Question Type: MultipleChoice

Your client wants to change the label on a field in the Assignment Details level of their worksheet. Where could you make the change?
Note: There are 2 correct answers to this question.

Options:

- A- Column Designer, Entry Level fields
- B- Column Designer, Assignment Level fields
- C- Custom Views
- D- Employee History background element

Answer:

B, D

Question 6

Question Type: MultipleChoice

Which customer scenarios require the use of multiple variable pay programs? Note: There are 3 correct answers to this question.

Options:

- A- The customer is using a different bonus calculation formula.
- B- The customer is using a different plan period date range.
- C- The customer is using different eligibility rules.
- D- The customer has some employees in Employee Central and others in an external system.
- E- The customer is using a different route map.

Answer:

A, B, E

Question 7

Question Type: MultipleChoice

When employee profile is selected as the rating source for the Variable Pay program, which information is required for the bonus calculation? Note: There are 2 correct answers to this question.

Options:

- A- Performance management template name
- B- EC field mapping
- C- Effective date
- D- Rating type

Answer:

C, D

Question 8

Question Type: MultipleChoice

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?

Options:

- A- Enable Guideline Optimization
- B- Enable Suppress Statement
- C- All employees are eligible
- D- No employees are eligible

Answer:

C

Question 9

Question Type: MultipleChoice

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?

Options:

- A- base x business performance x individual performance
- B- base + (business performance + individual performance)
- C- base x (business performance x individual performance)
- D- base x (business performance + individual performance)

Answer:

D

Question 10

Question Type: MultipleChoice

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.

Options:

- A- Reference the Plan ID in the business goal data file.
- B- Reference the Plan ID in the Bonus Plan file.

- C-** Upload the Business Goal XML template in Provisioning.
- D-** Assign the Business Goal template to the Variable Pay program.
- E-** Update eligibility rules to include a bonus plan.

Answer:

A, B, E

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