Free Questions for C_THR86_2311 by dumpshq

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Question 1

You set up a merit guideline rule based on the performance rating and country. You configure guideline formulas as shown in the screenshot. See image below.

Formulas

Order ↑	Formula Name	Rating	Country	Min	Low	Default	High	Max
1	Low ratings	-- to ≤2	[Edit]	0	0	0	0	0
2	Good	>2 to ≤3	[Edit]	0	0	1	2	10
3	Better	>3 to ≤4	[Edit]	1	1	2.5	4	10
4	Outstanding	>4 to ≤5	[Edit]	3	3	5	7	10
5	Low US ratings	-- to <2	USA	0	0	0	0	0
6	US Good	>2 to ≤3	USA	0	0	2	4	999
7	US Better	>3 to ≤4	USA	0	0	4	8	999
8	US Outstanding	>4 to ≤5	USA	0	0	6	10	999
9	Default	[Edit]	[Edit]	0	0	0	0	0

An employee in the USA has a rating of 4. What would be their default merit increase?

Options:

A- 0

B- 0.01

C- 0.02

D- 0.04

Answer:

C

Question 2

Question Type: MultipleChoice

Your EC-intagrated client has employees in several countries While all the countries are planned on the same worksheet at the same time there are slight differences in the Effective Dates of the new salaries when they are published back to EC.How can this requirement be met through configuration?

Options:

A- On the Employee Central Settings screen in Compensation Home set the Effective Date to be that of the largest country.*Use the Publish Selected Employees in Employee Central to publ<sh the data for this country*Manually modify the effective date to be that of the next country and publish the data for them Repeat for all countries

B- Create a lookup table that contains the different dates that uses country as an input*Map the lookup table name to the start-date' of the pay component in the XML

C- Enter the effective date for the largest country in the Employee Central Settings screen*Publish the results of the planning for all countries*Manually modify the effective dates of the resulting EC data for the smaller countries

D- Create a lookup table that contains the different dates that uses country as an input.*Create a custom date column that reads from the lookup table based on employee country*Map the column ID of the custom date column to the 'start-date' of the pay component in the XML

Answer:

D

Question 3

Question Type: MultipleChoice

Your customer has the requirement that employees with low performance ratings have a different text in their statement than those with high performance ratings How can you accomplish this?

Options:

A- Use conditional text sections in the statement editor

B- Use two compensation worksheet templates

C- Create multiple statement templates and use groups

D- Use the suppress statement function

Question 4

Question Type: **MultipleChoice**

Your customer would Ike the Reward team to be able to override the final salary of the employee by directly entering in the final amount in Executive Review.However, they want to make sure that this is only posstole during the last week of the planning cycle How can you achieve this?

Options:

A- Create a custom editable Money field and use custom validation to check that values are not entered until the correct date.

B- Create a custom read-only Money field and change read-only to No on the correct date.

C- Create a custom editable Money field In the formula to calculate the final salary, use the dateDIffO function to determine if the custom column can override the calculated value.

D- Create a custom editable Money field with field-based permissions set to read-only Change the permissions to editable on the correct
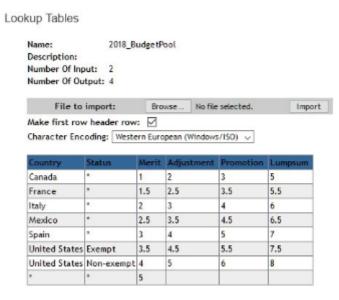
date.

Question 5

Question Type: **MultipleChoice**

Your customer uses a look-up table to calculate custom budgets, as shown in the screenshot.

The budget is based on an employee s country and status In the template the country is defined with field ID customCountry and the status Is defined with field ID customStatus.What is the correct syntax to calculate the adjustment budget?

Options:

A- toNumberflookup('2018_BudgetPoor. customCountry customStatus2))'curSalary

B- toNumbGr(lookupC20l8_BudgetPoor.customCountry.cu$tomStatu$.1))'curSalary

C- toNumber(lookupf2018_BudgetPoor customCountrycustomStatus

D- Adjustment))*curSalary

E- toNumber(lookup('20l8_BudgetPool'.customCountry.cuslomStatus.adjuslment))'curSalary

Answer:

B

Question 6

Question Type: MultipleChoice

Which of the following functions in Admin Center can you use to delete compensation worksheets for active planners?Note There are 2 correct answers to this question

Options:

A- Update compensation worksheet

B- Delete form

C- Manage worksheets

D- Delete employees

Answer:

B, C

Question 7

Question Type: **MultipleChoice**

You use date-based proration and you do NOT include a proration end date in your template. What dates does the system use to calculate the proration percent?

Options:

A- The end date of the customer's fiscal year

B- December 31 of the current year

C- The proration end date configured in the compensation template

D- The end date of the compensation worksheet

Answer:

A

Question 8

Question Type: MultipleChoice

You ate implementing an EC-inlegrated template. Which compensation fields are commonly mapped to a pay component or pay component group?Note. There are 3 correct answers to this question.

Options:

A- Local Currency Code

B- Pay Grade

C- Units Per Year

D- L FTE

E- Current Salary

Answer:

A, C, E

Question 9

Question Type: **MultipleChoice**

Which compensation permissions are typically enabled in role-based permissions for Human Resources Business Partners?Note There are 2 correct answers to this question.

Options:

A- Executive Review Export

B- Compensation Management

C- Generate Statements

D- Manage Compensation Forms

Question 10

Your customer has part-time and full-time employees. You notice that for part-time employees, their compa-ratio in EC is different than in Compensation. What do you configure in the system to have it calculate the correct compa-ratio and take into account the FTE?

Options:

A- Set SALARY_PRORATING in the user data file (UDE) to the percent that the employees work full time

B- Set COMPENSATION_SAL_RATE_TYPE in the user data file (UDF) to FULL-TIME or PART-TIME

C- Set the XML attribute isActualSalaryImported to False in the compensation plan template

D- Set the XML attribute isActualSalaryImported to True in the compensation plan template

Question 11

Question Type: MultipleChoice

What functions are available in a compensation profile?Note There are 3 correct answers to this question.

Options:

A- Enter recommendations

B- Display salary history

C- Promote an employee

D- View budgets

E- Import salary history into the profile

Answer:

A, B, C

Question 12

What checks can you make with the Check tool? Note there are 2 correct answers to this question.

Options:

A- Accuracy of formula calculations

B- Reportable fields correctly configured

C- Custom validations correctly configured

D- Circular hierarchies for form creation

Answer:

A, D