Free Questions for C_THR86_2305

Shared by Benjamin on 15-08-2023

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Question 1

Question Type: MultipleChoice

You want to rename the Salary tab of the compensation plan template.Which field section must you configure?

Options:

A- Custom Views
B- Rollup Report Fields
C- Navigation Fields
D- Form Fields

Answer:

C

Question 2

Question Type: MultipleChoice

Your client wants managers to see a graph of the average salary increase percentage for each performance rating for their entire reporting hierarchy. How can you achieve this?Note. There are 3 correct answers to this question.

Options:

A- Grant all planners access to the Executive Review and use the standard YouCalc widget
B- Create a Tile report and add it to a dashboard for view in the Salary worksheet's Insights icon
C- Create an Ad Hoc report and share it with all planners
D- Create a Tile report and add it to a dashboard for view on the planner s homepage
E- Add the standard YouCalc widget to the worksheet template and have planners access it whie they do their planning

Answer:

A, B, E

Question 3

Question Type: MultipleChoice

You have configured a worksheet for a client that uses the following formula in a custom column of type Money (curSalary ' lookupCbudgettable" customCountry 1))/100. The lookup table 'budget_table' is configured with one input and one output There are three rows in the table*USA =5*GBR = 3*' = 2 When the worksheet loads the column displays correctly but when a merit value is changed il switches to NfA for the employee What could be done to fix this behavior?

Options:

A- Surround the curSalary with the toString function
B- Remove the extra parentheses
C- Change the column to be of the Amount type
D- Surround the lookup function with the toNumber function.

Answer:

D

Question 4

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 5

Question Type: MultipleChoice

You ate implementing compensation in an EC-inlegrated environment and you are NOT using the promotion functionality.To where can you publish data?Note. There are 3 correct answers to this question.

Options:

A- Employee Detais
B- Job Information
C- Custom MDF Objects
D- Recurring Pay Components
E- Compensation Information

Answer:

C, D, E

Question 6

Question Type: MultipleChoice

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

Question 7

Question Type: MultipleChoice

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

Answer:

C

Question 8

Question Type: MultipleChoice

Your customer has two pay components, with IDs SALARY_US and SALARY_UK. that are used for employees' base salary in their respective countries They want to plan for all employees on a single worksheet using the employees' periodic salary NOT the annual value.What is the best way to accomplish this?

Options:

A- Create two custom columns and map each to the pay components Use a third custom column to display whichever is non zero

B- Create two different templates and use eligibility rules to ensure employees appear on the correct one

C- Create a pay component group that includes both pay components and use that for the planning

D- Ensure the Used for Comp Planning flag of the pay components is set to Comp and do NOT map to a specific pay component ID in the worksheet

Answer:

D

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