



**Free Questions for C\_THR87\_2405 by dumpssheet**

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## Question 1

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**Question Type:** MultipleChoice

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Which bonus plan configuration is available only when using an import file?

**Options:**

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A- Bonus Plan Name

B- Team Section Weight

C- Bonus Cap Percentage

D- Individual Section Weight

**Answer:**

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C

## Question 2

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**Question Type:** MultipleChoice

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Your customer is using a hybrid variable pay template because Employee Central (EC) has NOT been implemented within the entire company. How will you make sure that eligibility rules apply to both (EC and non-EC) target populations? Note: There are 3 correct answers to this question.

**Options:**

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- A- Use Bonus Plan Eligibility.
- B- Include inactive employees.
- C- Use Manager Form Eligibility.
- D- Enable global eligibility rule.
- E- Configure multiple rules by EC entity for the program.

**Answer:**

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E

## Question 3

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**Question Type:** MultipleChoice

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What is included in the Bonus Payout Details report? Note: There are 3 correct answers to this question.

**Options:**

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- A- Total pay items for each employee
- B- Bonus calculation for each employee
- C- Eligibility criteria for each employee
- D- Multiple rows of payout for each employee
- E- Payout guidelines for each employee

**Answer:**

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B, C, D

## Question 4

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**Question Type: MultipleChoice**

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Which steps should you take to activate the Variable Pay Individual View? Note: There are 3 correct answers to this question.

**Options:**

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- A- Add the Variable Pay Individual View to the Succession Data Model.
- B- Select Display Live Profile View.
- C- Configure the employee files.
- D- Add the Variable Pay Individual View to the Variable Plan template.
- E- Complete the Variable Pay forms.

**Answer:**

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A, B, D

## Question 5

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**Question Type: MultipleChoice**

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Why might you use the check tool? Note: There are 2 correct answers to this question.

**Options:**

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- A- To determine if goal weights are equal to 100%
- B- To determine if employees are assigned to an appropriate bonus plan
- C- To determine if custom fields are reloadable
- D- To determine inactive planners in the hierarchy

**Answer:**

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C, D

## Question 6

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**Question Type:** MultipleChoice

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What information should be entered into the varPayProgramName column of the employee history data file?

**Options:**

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- A- The plan template name
- B- The background element name
- C- The variable pay objective plan ID

D- The background type ID

**Answer:**

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A

## Question 7

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**Question Type: MultipleChoice**

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A public sector company would like to pay one business goal according to the following guidelines: If the company makes profits, employees get 100% of their target payout. If the company loses

\$50,000, employees get 50% of their target payout. If the company loses \$100,000 or more, nobody receives a payout. Finance provides administrators with the final amount on February 1 every year. How should your customer create this interpolated business goal?

**Options:**

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**A-** Load metrics as: performanceMin=-100,000, performanceTarget=-50,000, performanceMax=0

**B-** Load metrics as: performanceMin= 0, performanceTarget= 50, performanceMax= 100

**C-** Use the Direct Payout function type and load 100,000 as achievement.

**D-** Use the Direct Payout function type and load 40,000 as achievement.

**Answer:**

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B

## Question 8

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**Question Type: MultipleChoice**

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

**Options:**

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**A-** Business goals data file

**B-** Bonus plan data file

**C-** User data file

**D-** Employee history data file

**Answer:**

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B, D

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