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Question 1

Question Type: MultipleChoice

What is the effect of proration rounding?

Options:

A- Rounds proration to a monthly value

B- Changes start and/or end date used in BonusCalculation

C- Forces proration to have X decimal places, where X is configurable

D- Allows for the use of 'point in time' salary calculations

Answer:

A

Question 2

Question Type: MultipleChoice

Your customer wants to ensure that no employee's bonus exceeds 200% of their bonus target. How can this be achieved?

Options:

A- Use bonus plan caps.

B- Use guidelines where the maximum is set to 200%.

C- Use a bonus plan multiplier of 200%.

D- Use gates on business goals.

Answer:

A

Question 3

Question Type: MultipleChoice

How can you create worksheets where employees have planners outside their line manager hierarchy?

Options:

A- Use the custom manager option for assigning employees in the user data file and in the route map.

B- Create a Second Manager hierarchy and set the template to use this hierarchy instead of the Standard hierarchy.

C- Create the worksheets the same as in compensation planning and move employees to other managers through Employee Membership.

D- Assign the employees to matrix managers and use matrix managers in the route map.

Answer:

B

Question 4

Question Type: **MultipleChoice**

How do you ensure that a planner enters an amount within a specific range?

Options:

A- Enter values in the minimum/maximum columns on the business goals file.

B- Configure minimum/maximum guidelines in the plan setup.

C- Create gates using performanceMin and performanceMax.

D- Set min-max to display as guideline pattern.

Answer:

D

Question 5

Question Type: MultipleChoice

Your customer, who has offices in the US and Germany, has the following two bonus schemes: Revenue Enabling Bonus. Revenue Generating Bonus. US employees in the Revenue Enabling Bonus scheme are weighted 40% Business Achievement and 60% Personal Achievement, while in Germany, it is 50% for each. They all have the same business goal: "Corporate Results". US employees in the Revenue Generating Bonus scheme are weighted 35% Business Achievement and 65% Personal Achievement. The only business goal is "Country Results", where the goal achievement differs between the US and Germany. What is the minimum number of bonus plans required to meet this requirement?

Options:

A- 1

B- 3

C- 4

D- 2

Answer:

A

Question 6

Question Type: MultipleChoice

If the Starting Point for Manager Form Eligibility is set to "No employees are eligible", what actions can you take to include employees in the bonus plan? Note: There are 2 correct answers to this question.

Options:

A- Use an MDF rule instead of importing eligibility rules.

B- Flag employees in the UDF as TRUE in COMPENSATION_ELIGIBLE.

C- Create a rule in Manager Form Eligibility to include employees.

D- Add employees to the history data file.

Answer:

B, C

Question 7

Question Type: MultipleChoice

What is the difference between additive and multiplicative formulas for bonus calculation with respect to the impact of section weight, payout percent, and payout amount?

Options:

A- Additive formulas use payout percent, whereas multiplicative formulas use payout amount multiplied by section weights.

B- Additive formulas use section weights, whereas multiplicative formulas use payout percent.

C- Additive formulas use payout percent, whereas multiplicative formulas use section weights.

Answer:

A

Question 8

Question Type: MultipleChoice

How would you assign the same business goal to all employees in a non-EC integrated plan?

Options:

A- Use the correct performance management form template.

B- Use the user ID of each employee in the business goals file.

C- Use the Manage Employee grouping.

D- Use a common field value for all employees in the employee history file.

Answer:

D

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