Question 1

Your customer launched the worksheets and found some employees are NOT appearing. Which reports would you run to troubleshoot the issue? Note: There are 3 correct answers to this question.

Options:

A- Export Users Without Managers

B- Aggregate report

C- Export Ineligible Users

D- Employee History report

E- Variable Pay Audit report

Answer:

A, D, E

Question 2

A customer is using a custom formula to calculate the employee basis. What must you do to ensure that the basis calculates correctly?

Options:

A- Configure the Basis field as a custom field in the background element.

B- Leave the Basis field blank when importing the employee history data file.

C- Delete the Basis field header when importing the employee history data file.

D- Configure the Basis field to be hidden in the background element.

Answer:

D

Question 3

Question Type: **MultipleChoice**

What formula do you use to suppress statements?

Options:

A- if(finalPayout=0,'FALSE','TRUE')

B- if(finalPayout=0,'Valid','Invalid')

C- if(finalPayout=0,' ')

D- if(finalPayout=0, 'Yes', 'No')

Answer:

A

Question 4

Question Type: MultipleChoice

Your customer has added a new employee to their Employee History. Based on the employee's data, they are eligible for the bonus plan, but when the customer tries to manually add them to a worksheet, they receive an error that the employee is unable to be added because they are ineligible. What might have been missed?

Options:

A- Recalculating bonus data

B- Reloading the goal weights file

C- Updating business goals

D- Updating worksheets

Answer:

A

Question 5

A customer updated an employee's assignment date using the employee history editor, but the proration amount remained the same in the worksheet. How can you correct this?

Options:

A- Update Goal Result and Update worksheets.

B- Delete the user from their worksheet and add them back into the worksheet.

C- Delete the existing worksheet and then launch a new set.

D- Calculate Bonus and Update worksheets.

Answer:

D

Question 6

Question Type: MultipleChoice

Where do you set the display order of the business goals?

Options:

A- Bonus plan file

B- Business goals file

C- Business goal weights file

D- Design Worksheet

Answer:

C

Question 7

Your customer wants to load the final results of business goals to be used in payout calculation. What column from the business goal import file must be used to load the results of each business goal?

Options:

A- directPayout

B- payoutPercentTarget

C- payoutFunctionType

D- notes

Answer:

B

Question 8

From where can you pull fields to assign business goals to employees through the business goals import file?

Options:

A- Summary level custom reportable fields

B- Bonus plan weights

C- Summary level standard fields

D- Employee history fields

Answer:

D

Question 9

In which ways can the basis be configured in a non-EC integrated plan? Note: There are 2 correct answers to this question.

Options:

A- Imported from bonus plan

B- Imported from goal management

C- Imported from employee history

D- Imported from user data file

Answer:

C, D