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C-THR87-2211 Dumps PDF - C-THR87-2211 Real Exam Questions Answers

Q23. Which of the following system-standard equations are considered to be multiplicative formulas? Note:

There are 3 correct answers to this question.
* Base x business performance x individual performance
* Base x business performance x team performance x individual performance
* Base x business performance
* Base x (business performance + team performance + individual performance)
* Base x (business performance + individual performance)

Q24. 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?
* Update Goal Result and Update worksheets.
* Delete the user from their worksheet and add them back into the worksheet.
* Delete the existing worksheet and then launch a new set.
* Calculate Bonus and Update worksheets.

Q25. 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?
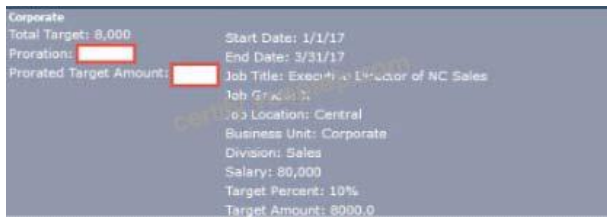
* Additive formulas use payout percent, whereas multiplicative formulas use payout amount multiplied by section weights.
* Additive formulas use section weights, whereas multiplicative formulas use payout percent.
* Additive formulas use payout percent, whereas multiplicative formulas use section weights.

Q26. Which of the following fields are connected to reserved fields in the Variable Pay Background Element?

Note: There are 3 correct answers to this question.
* Variable Pay Program Name
* Basis
* Local Currency Code
* Salary
* Target Percentage

Q27. A customer’s variable pay program dates are January 1 to December 31, 2017. Given the screenshot below, what are the approximate Proration and Prorated Target Amount for this assignment?

* 75% and 6,000 respectively
* 25% and 2,000 respectively
* 75% and 2,000 respectively
* 25% and 6,000 respectively

Q28. Company XYZ rewards its sales employees based on company and individual performance. Each employee’s target bonus is a percentage of their salary. Both company and individual performance are combined, then multiplied by the basis. Employees are assigned weighted goals under company performance (revenue, profit, etc.). Which of the following bonus calculation equations is best to use for this organization?
* base x business performance x individual performance
* base + (business performance + individual performance)
* base x (business performance x individual performance)
* base x (business performance + individual performance)

Q29. Manager form eligibility rules are written to exclude employees in specific business units. Based on this information, which setting must be enabled for the plan to include the correct employees?
* Enable Guideline Optimization
* Enable Suppress Statement
* All employees are eligible
* No employees are eligible

Q30. Your customer wants to use business goals in a Variable Pay program. Which actions are needed? Note:

There are 3 correct answers to this question.
* Reference the Plan ID in the business goal data file.
* Reference the Plan ID in the Bonus Plan file.
* Upload the Business Goal XML template in Provisioning.
* Assign the Business Goal template to the Variable Pay program.
* Update eligibility rules to include a bonus plan.

Q31. A customer has implemented Employee Central for most of their employees, but some employees remain on SAP ERP. What plan setting allows for the use of a single template for all employees?
* Enable Guideline Optimization
* Use MDF rule instead of imported eligibility rule
* Hybrid template
* Enable Suppress Statement

Q32. Which of the following are standard criteria that can be used to create guidelines in variable pay? Note:

There are 3 correct answers to this question.
* Division
* Rating
* Job level
* Country
* Pay grade

Q33. Which of the following can be achieved using variable pay gates? Notes: There are 2 correct answers to this question.
* There are three business goals: Revenue, EBITDA, and Customer Satisfaction. The Individual section is capped to 100% unless the combined payout of the business goals exceeds 75%.
* There are three business goals: Revenue, EBITDA, and Customer Satisfaction. The entire business goal section will pay out at 50% unless Customer Satisfaction is above target.
* There are three business goals: Revenue, EBITDA, and Customer Satisfaction. The EBITDA goal CANNOT pay more than 100% unless Revenue achieves above target.
* There are three business goals: Revenue, EBITDA, and Customer Satisfaction. The EBITDA goal will payout at 0% unless the Individual performance rating is “Good” or better.

Q34. Which field types can be added to the variable pay background section? Note: There are 3 correct answers to this question.
* Integer fields
* Float fields
* Boolean fields
* Text fields
* Percentage fields

Q35. 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.
* Use Bonus Plan Eligibility.
* Include inactive employees.
* Use Manager Form Eligibility.
* Enable global eligibility rule.
* Configure multiple rules by EC entity for the program.

Q36. In which customer scenario do you need to create more than one bonus plan in the same program?

* The customer has multiple plan period date ranges.
* The customer is using multiple bonus calculation formulas.
* The customer has multiple route maps.
* The customer has multiple sets of business goals.

Q37. 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.
* Use an MDF rule instead of importing eligibility rules.
* Flag employees in the UDF as TRUE in COMPENSATION_ELIGIBLE.
* Create a rule in Manager Form Eligibility to include employees.
* Add employees to the history data file.

Q38. 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?
* 1
* 3
* 4
* 2

Q39. Which of the following scenarios are good uses of a global eligibility rule in an Employee Central integrated template? Note: There are 2 correct answers to this question.
* Only employees who have had less than 20 days of unpaid leave during the bonus period are eligible for a bonus.
* Only employees in bonus plans “Executive”, “Manager” or “Employee” are eligible to receive a bonus.
* Only employees who are active employees on January 1, 2020 are eligible to receive a bonus.
* Only Permanent full-time employees are eligible to receive a bonus.

Q40. 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.
* Export Users Without Managers
* Aggregate report
* Export Ineligible Users
* Employee History report
* Variable Pay Audit report

Q41. Refer to the screenshot below. When implementing an Employee Central-integrated Variable Pay template, to which of the following does the highlighted Effective Date refer?

* The date published transactions are effective in Employee Central
* The date the system uses to pull data from Employee Central
* The date the program ends
* The date the program begins

Q42. Which steps should you take to activate the Variable Pay Individual View? Note: There are 3 correct answers to this question.
* Add the Variable Pay Individual View to the Succession Data Model.
* Select Display Live Profile View.
* Configure the employee files.
* Add the Variable Pay Individual View to the Variable Plan template.
* Complete the Variable Pay forms.

Q43. What task can you complete in Configure Label Names and Visibility?
* Change field groups.
* Relabel employee history fields.
* Create custom fields.
* Deactivate form sections.

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