

SAP.C_THR87_1911.v2020-02-27.q20

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NEW QUESTION: 1

Which column in the Eligibility file is used to connect to Bonus Plans? Please choose the correct answer.

- A. Value column
- B. Field column
- C. Rule Id column
- D. Eligibility only connects to business goals

Answer: C (LEAVE A REPLY)

NEW QUESTION: 2

One of the business goals is to reduce the amount of Customer complaints. Which of the following are correct imports of the goal?

- A. Metrics Can now be loaded as: performanceMin=50, performanceTarget=100, performanceMax=150
- B. Metrics Can now be loaded as: performanceMin=50, performanceTargetLow=70, I performanceTarget=100, performanceTargetHigh=130 performanceMax=150
- C. Metrics Can now be loaded as: performanceMin=150, performanceTarget=100, performanceMax=50
- D. Metrics Can now be loaded as: performanceMin=50, performanceTargetLow=70, I performanceTarget=100, performanceTargetHigh=130 performanceMax=150

Answer: C,D (LEAVE A REPLY)

NEW QUESTION: 3

How can worksheets be created with employees reporting to different managers outside of the normal reporting relationship? Please choose the correct answer.

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

- B. Create worksheets as done in compensation planning and move employees to other managers through employee membership
- C. Create a second manager hierarchy and have the template use that hierarchy instead of the reporting hierarchy.
- D. Assign the employees to matrix managers and use matrix managers in the route map

Answer: B ([LEAVE A REPLY](#))

NEW QUESTION: 4

Customer variable pay program dates are January 1 to December 31, 2014. Given the screenshot below, what are proration and prorated target amount? Please choose the correct answer.

- A. 75% and 2000 respectively
- B. 25% and 6000 respectively
- C. 75% and 6000 respectively
- D. 25% and 2000 respectively

Answer: C ([LEAVE A REPLY](#))

NEW QUESTION: 5

How are business goals cascaded to employees? Please choose the correct answer.

- A. Eligibility file contains the look-up attributes to cascade goals to employees
- B. Bonus Plan defines which goals are assigned to bonus plan
- C. Business goals come from Performance Management forms
- D. Business goal uses fields from Employee History file as look-up attributes

Answer: D ([LEAVE A REPLY](#))

NEW QUESTION: 6

Which options defines bonus caps?

There are 2 correct answers to this question.

- A. By Bonus plan
- B. By planner
- C. By business goals
- D. By employee

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 7

In which section of the variable pay form is the total payout displayed? Please choose the correct answer.

- A. Entry Level
- B. Business Goals Performance
- C. Employee History
- D. Individual Performance

Answer: B ([LEAVE A REPLY](#))

NEW QUESTION: 8

Your customer uses Business Goals in a Variable Pay Program. All the necessary configuration is completed.

You have launched the Variable Pay worksheet and the observed Bonus Payout is calculated correctly but Business Goals do not appear in the worksheet.

With all necessary permissions given, which file do you need to check?

Please choose the correct answer

- A. Business Goals import file
- B. Variable Pay Program XML file
- C. Business Goal Weights import file
- D. Business Goal XML file

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 9

Why would you need to use multiple bonus plans? There are 3 correct answers to this question.

- A. Different Bonus plan caps
- B. Different Business Goals weights
- C. Different Bonus eligibility rules
- D. Different Bonus Achievement calculations
- E. Different set of business goals

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 10

Which field can be updated using only the bonus plan import file?

Please choose the correct answer.

- A. Cap Percent
- B. Pool Identifier
- C. Associate Type
- D. Eligibility Rule

Answer: D ([LEAVE A REPLY](#))

NEW QUESTION: 11

When configuring goal gates, which options are valid to be used as GATEJ.EVEL? There are 3 correct answers to this question.

- A. Individual Section
- B. Team Goals
- C. Individual Goals
- D. Team Section

E. Business Goals

Answer: B,C,E (LEAVE A REPLY)

NEW QUESTION: 12

What are the different payout function types? There are 3 correct answers to this question.

A. Proration

B. Interpolation

C. Indirect

D. Direct

E. Step

Answer: B,D,E (LEAVE A REPLY)

NEW QUESTION: 13

If the starting point of eligibility is set to "No employees are eligible" what actions are required to include employees in the bonus plan?

There are 2 correct answers to this question.

A. Create rule in manager form eligibility to include employees

B. Use an MDF rule instead of importing eligibility rules

C. Flag employees as "TRUE" in UDF eligibility

D. Add employees to the history data file

Answer: A,C (LEAVE A REPLY)

NEW QUESTION: 14

Your customer uses the non-assignment based rating (non-ABR) template. Which sections are used to add assignment-level custom fields?

There are 3 correct answers to this question

A. Employee history data section

B. Team section

C. Individual section

D. Business section

E. Entry level section

Answer: B,C,D (LEAVE A REPLY)

NEW QUESTION: 15

Why would you use manager form eligibility?

Please choose the correct answer.

A. To include bonus ineligible employees to be visible on varpay form

B. To include bonus ineligible employees to be part of payout calculation

C. To include inactive users to be part of payout calculation

D. To include inactive users to be visible on varpay form

Answer: A (LEAVE A REPLY)

NEW QUESTION: 16

Basis is referred to as

Please choose the correct answer.

- A. Final bonus payout
- B. Bonus target opportunity
- C. Calculated Individual payout
- D. Section payout amount

Answer: B (LEAVE A REPLY)

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NEW QUESTION: 17

Which field changes in the employee history editor require a recalculation of the bonus payout to update ex Please choose the correct answer.

- A. Payout percent
- B. Assignment Dates
- C. User name
- D. Basis

Answer: B (LEAVE A REPLY)

NEW QUESTION: 18

Which sequence should be followed for bonus forecast to work? Please choose the correct answer.

- A. Upload Goals file Create bonus forecast] Upload weights and mapping file Upload goals file
- B. Upload weights and mappings file] Upload goals file Create bonus forecast
- C. Upload goals file] Upload weights and mappings file Create bonus forecast
- D. Create bonus forecast] Upload Goals file Upload weights and mappings file

Answer: A (LEAVE A REPLY)

NEW QUESTION: 19

You imported the Employee History Data file. The import job was completed with the status "failure record".

What needs to be checked in the Employee History Data file?

- A. Variable Pay Program ID
- B. User ID
- C. User name
- D. Variable Pay Program Name

Answer: B,D ([LEAVE A REPLY](#))

NEW QUESTION: 20

This setting allows the use of unlimited payout points. Please choose the correct answer.

- A. Assignment based rating
- B. Flexible payout curves
- C. Multiplier setting
- D. Bonus caps

Answer: ([SHOW ANSWER](#))

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