

C_THR86_2005^{Q&As}

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QUESTION 1

When should you configure a compensation template using the second manager hierarchy? Please choose the correct answer.

- A. Your customer wants someone other than the standard manager to make compensation ^ recommendations.
- B. Your customer has more than three manager approval levels in their route map.
- C. Your customer wants to include inactive employees on the compensation worksheet.
- D. Your customer wants both the standard manager and the matrix manager to approve compensation.

Correct Answer: A

QUESTION 2

You have created a route map and have entered information for all options in each step. You have also configured To Dos for the Home Page.

Which field appears in the planner\'s To Do List on the Home Page when the worksheet is in their inbox?

Please choose the correct answer.

- A. Step Name
- B. Step ID
- C. Step Introduction and Mouseover Text
- D. Step Description

Correct Answer: A

QUESTION 3

Your customer wants to include confidential information in the planning process. This information should be viewed by the HR team. How can you achieve this? Please choose the correct answer.

- A. Configure a custom field for the confidential data, and set field visibility to \'hide\' for everyone except HR employees.
- B. Configure a custom field for the confidential data, and set field visibility to \'view\' for HR employees.
- C. Set the includeCompliance-\'HR\' in the compensation plan template XML.
- D. Configure a custom field for the confidential data, and use role-based permissions to make the field visible for HR employees.

Correct Answer: D

QUESTION 4

Your customer's budget for merit is 3% of the employee's annual salary. A full time employee has worked for the company for half of the year. The guidelines for this employee show adjusted values for the 50% work time. Your customer does NOT want to give the manager the full budget for this employee. Only 50% of the employee's calculated budget is to be included in the budget total. How can you accomplish this? Please choose the correct answer.

- A. Set 50% for the value in the user data file (UDF) field SALARY_BUDGET_MERIT_PERCENTAGE.
- B. Enable prorating in the guidelines in the Admin Tools.
- C. Set 50% as the value for the employee in the user data file (UDF) field COMPENSATION_FTE.
- D. Enable prorating in the budget calculation in the Admin Tool.

Correct Answer: B

QUESTION 5

Your customer wants to change the background of the compa-ratio percent display. Which tag in the compensation plan template XML can you use? Please choose the correct answer.

- A. showColorBar
- B. backgroundColor
- C. comp-benchmark-color
- D. comp-guideline-pattern

Correct Answer: C

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