C_THR86_2005^{Q&As}

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QUESTION 1

Your customer gives planners total discretion within their budget for merit planning and does NOT use

guidelines. Your customer also prorates final payouts according to how many months the employee has

been with the company.

How can you accomplish this? Please choose the correct answer.

A. Use the Admin Tools to configure raise proration for date-based proration.

B. Use the Admin Tools to configure salary proration for imported proration.

C. Set the includeSalaryProrating option to "true" in the template XML and use imported proration.

D. Set the includeRaiseProrating option to "true" in the template XML and use imported proration.

Correct Answer: C

QUESTION 2

Which information is included in the rollup report? Please choose the correct answer.

A. The sum of budget and total spend for each division, department, or location

B. The sum of budget and total spend for each planner in the hierarchy

C. The total number of employees that received a promotion summarized by job level

D. The average bonus payout amount for each location

Correct Answer: B

QUESTION 3

Your customer has part time employees. What do you configure in the system to have it calculate the compa-ratio,
range penetration, current salary and adjusted salary ranges? Please choose the correct answer.

A. Set SALARY_PRORATING in the user data file (UDF) to the percent that the employees work full time.

B. Add the standard FTE field to the compensation plan template.

C. Set COMPENSATION_SAL_RATE_TYPE in the user data file (UDF) to FULL_TIME or PART_TIME.

D. Set the XML tag "isActualSalaryImported" to TRUE in the compensation plan template.

Correct Answer: B

QUESTION 4

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

A. Your customer wants to include inactive employees on the compensation worksheet

B. Your customer wants someone other than the standard manager to make compensation ^ recommendations

C. Your customer has more than three manager approval levels in their route map

D. Your customer wants both the standard manager and the matrix manager to approve compensation

Correct Answer: B

QUESTION 5

Which information is included in the rollup report? Please choose the correct answer.

A. The sum of budget and total spend for each division, department, or location

B. The average bonus payout amount for each location

C. The total number of employees that received a promotion summarized by job level.

D. The sum of budget and total spend for each planner in the hierarchy

Correct Answer: D

QUESTION 6

Which rating source combinations can you use to configure a compensation plan template? There are 2 correct answers.

A. A rating from a Performance Management (PM) form. A Comp Rating from the compensation worksheet for employees who do NOT have a PM form.

B. A rating from a 360 form. A Comp Rating from the compensation worksheet for employees who do NOT have a 360 form

C. A rating from a Performance Management (PM) form. An imported rating from the user data file for employees who do NOT have a PM form

D. A rating from a Performance Management (PM) form. A rating from a different PM form depending on which PM form was assigned to an employee.

Correct Answer: AC

QUESTION 7

In Admin Tools, you configure a merit budget based on a percentage of the current salary. In the \\'Based On\\'

dropdown option you select \\'User\\'. How would you define the budget percentage? Please choose the correct answer.

A. Import a percentage for each employee in the user data file (UDF).

B. Assign each user to a budget group and then assign group percentages.

C. Use default percentage for all users.

D. Assign a percentage to each user in the Budget Assignment section.

Correct Answer: C

QUESTION 8

For which of the following roles can you grant legacy permission to view the personal compensation

statements of an employee?

There are 3 correct answers to this question.

A. Compensation Administrator

B. Employee

C. System Administrator

D. HR Representative

E. Custom Manager

Correct Answer: ACD

QUESTION 9

Which element in the compensation plan template XML controls the lump sum split?

A.

B.

C.

D.

Correct Answer: A

QUESTION 10

Your customer uses role-based permissions. Where in the Admin Tools do you assign permissions to allow a user to import compensation data? Please choose the correct answer.

A. Import Users

B. Manage Users

C. Administrative Privileges

D. Manage Employee Import Privilege

Correct Answer: B

QUESTION 11

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

QUESTION 12

Your customer uses a look-up table to calculate custom budgets as shown in the attached screenshot.

The budget is based on an employee\'s country and status. In the template, the country is defined with the

field ID \'customCountry\' and the status is defined with the field ID \'customStatus\'. You need to create a

custom field that contains the look-up value foe the promotion budget percent.

What is the correct syntax for the calculated field?

Please choose the correct answer.

A. lookupC\'2012_Custom_Budget_Poor" customCountry, customStatus,3)

B. lookup("2012_Custom_Budget_PooP customCountry, customStatus, 1)

C. lookup("2012_Custom_Budget_PooP customCountry, customStatus,promotion)

D. lookup("2012_Custom_Budget_PooP customCountry, customStatus)

Correct Answer: B

QUESTION 13

Your customer wants to round up all dollar figures in the compensation form to the nearest hundred dollars. What XML code do you need to include in the template to accomplish this? Please choose the correct answer.

A.