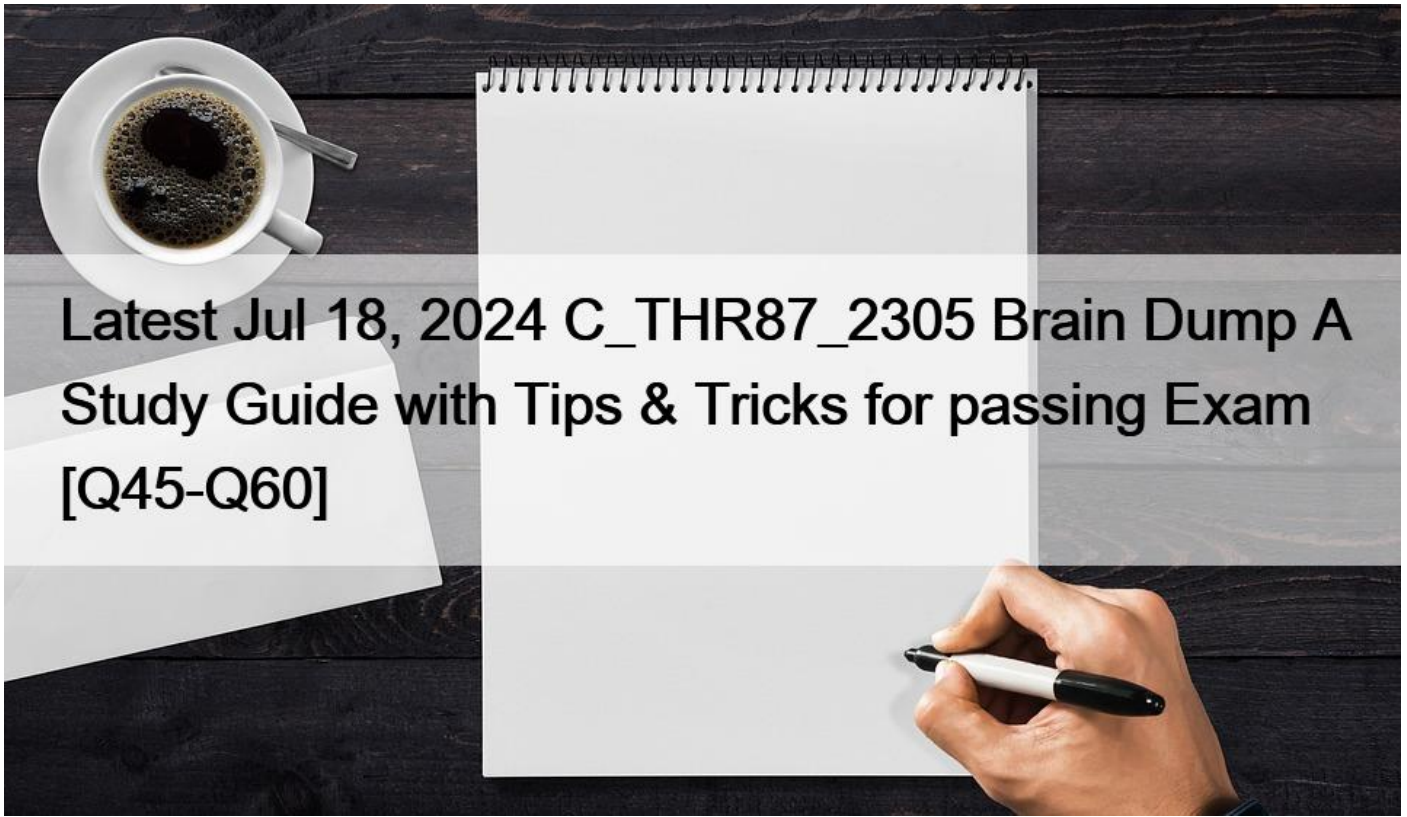


Latest Jul 18, 2024 C_THR87_2305 Brain Dump A Study Guide with Tips & Tricks for passing Exam [Q45-Q60]



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NO.45 A customer is using a custom formula to calculate the employee basis. What must you do to ensure that the basis calculates correctly?

- * Configure the Basis field as a custom field in the background element.
- * Leave the Basis field blank when importing the employee history data file.
- * Delete the Basis field header when importing the employee history data file.
- * Configure the Basis field to be hidden in the background element.

NO.46 What formula do you use to suppress statements?

- * `if(finalPayout=0,TRUE,TRUE)`
- * `if(finalPayout=0,Valid,Invalid)`
- * `if(finalPayout=0, “ “)`
- * `if(finalPayout=0, “Yes”, “No”)`

NO.47 In which file do you specify the relationship between bonus plan and business goals?

- * Business goal template
- * Business goals data file
- * Bonus plan data file

* Weights and mappings data file

NO.48 A customer does NOT want the basis to be prorated. In the employee history data file, what dates must the customer enter?

- * Dates later than program dates
- * Dates should NOT be entered
- * Dates equal to the program dates
- * Dates earlier than program dates

NO.49 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

NO.50 Your client has a performance process where employees can enter goals. The individual part of the employee's bonus is based on the performance against these goals; but not all of them. When going through the goal setting process, the employee and their manager will discuss whether or not a goal is bonus relevant; that is, the employee's attainment against that goal affects their bonus at the end of the year. What is the best way to set this up without administrative intervention?

- * Relevant goal performance is imported into each employee's Assignment History.
- * Goals that are relevant to the employee's bonus need to have a different type, set when creating the goal.
- * Goals that are relevant to the employee's bonus need to be in a separate section in the performance form.
- * Goals that are relevant to the employee's bonus need to be exported from Goal Management and imported into Business Goals.

NO.51 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

NO.52 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.

NO.53 How would you assign the same business goal to all employees in a non-EC integrated plan?

- * Use the correct performance management form template.
- * Use the user ID of each employee in the business goals file.
- * Use the Manage Employee grouping.
- * Use a common field value for all employees in the employee history file.

NO.54 Your customer wants to use its business units to assign goal achievements. What are the first steps to set up this requirement? Note: There are 2 correct answers to this question.

- * Define the Business Unit field in the Variable Pay Background Element XML.

- * Import business unit data via the user data file.
- * Import business unit data via the employee history data file.
- * Define the Business Unit field as a department in the Succession Data Model XML.

NO.55 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.

NO.56 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

NO.57 A client has the following requirements: Executives have 3 business goals and NO individual performance metrics. Divisional VPs have 6 business goals and NO individual performance metrics. Directors have 6 business goals and individual performance weighted at 40%. Managers have 3 business goals and an individual performance multiplier. What is the minimum number of templates that can be configured to satisfy these requirements without the use of custom columns?

- * 1
- * 4
- * 2
- * 3

NO.58 Which customer scenarios require the use of multiple variable pay programs? Note: There are 3 correct answers to this question.

- * The customer is using a different bonus calculation formula.
- * The customer is using a different plan period date range.
- * The customer is using different eligibility rules.
- * The customer has some employees in Employee Central and others in an external system.
- * The customer is using a different route map.

NO.59 The screenshot below is the entire currency conversion table. The functional currency of this customer is USD.

Which currency view modes can be used with this table?

USD	GBP	0.6187
USD	CAD	1.0513
USD	JPY	93.0839
USD	EUR	0.6985
USD	CNY	6.827

- * Functional only
- * Functional, User, Planner, and Any Currency
- * Functional and User
- * Functional, User, and Planner

NO.60 Which of the following data files are linked by legacy eligibility rules? Note: There are 2 correct answers to this question.

- * Business goals data file
- * Bonus plan data file
- * User data file
- * Employee history data file

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