



C_THR87_2105^{Q&As}

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**QUESTION 1**

A customer does not want the basis to be prorated. In the employee history data file, what dates must the customer enter? Please choose the correct answer.

- A. Dates equal to the program dates
- B. Dates later than program dates
- C. Dates earlier or equal to program dates
- D. Dates earlier than program dates

Correct Answer: C

QUESTION 2

Which scenario requires weights and mappings data file to be imported? There are 3 correct answers to this question.

- A. Change in goal display order
- B. Change in bonus plan
- C. Change in eligibility rule
- D. Change in look up field
- E. Change in business goal

Correct Answer: CDE

QUESTION 3

Company ABC rewards its sales employees based on company and individual performance. An employee's individual performance is worth 80% of the total payout and business goals are worth 20% of the total payout.

The business goals are corporate revenue, weighted 40% and corporate operating income amount, weighted 60%.

The employee target bonus is \$1,000.

Corporate revenue amount 50%

Corporate operating income amount 100%

Target Individual Amount 120%

What is the final bonus payout amount?

Please choose the correct answer.



- A. \$960
- B. \$1,120
- C. \$1,000
- D. \$1,160

Correct Answer: D

QUESTION 4

Which use cases require multiplicative formulas? There are 2 correct answers to this question.

- A. A customer would like the bonus payout to be weighted 50:50 between the personal and business performance.
- B. A customer would like to calculate the individual and team sections as an amount.
- C. A customer would only pay the target amount if an employee completed above 70% of his individual goals.
- D. A customer would like to determine the individual and team sections as a percent.

Correct Answer: CD

QUESTION 5

Which of the following are acceptable fields to be used in suppressing statements? There are 2 correct answers to this question.

- A. Formula fields with Boolean result "TRUE" or "FALSE" value
- B. Custom string fields only
- C. Formula fields with Boolean result "YES" or "NO" value
- D. Standard string fields only

Correct Answer: AB

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