



C_THR87_2105^{Q&As}

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**QUESTION 1**

What does a point-in-time calculation mean? Please choose the correct answer

- A. Target amount is based on a fixed date
- B. Goal payout will not be pro-rated
- C. Employee assignment will not be pro-rated
- D. Target amount is based on effective date of each assignment

Correct Answer: D

QUESTION 2

What is the Difference between additive and multiplicative formulas for bonus calculation? Please choose the correct answer.

- A. Additive formulas use section weights whereas multiplicative formulas use payout percent
- B. Additive formulas use payout percent whereas multiplicative formulas use payout amount multiplied by section weights.
- C. Additive formulas use payout percent whereas multiplicative formulas use section weights.
- D. Additive formulas use payout amount whereas multiplicative formulas use payout percent

Correct Answer: D

QUESTION 3

You enabled the Decentralized Administration function. Which object must be manually modified to include the "Administrator_Group"?

Please choose the correct answer A. Weights and mappings

- B. Bonus Plan
- C. Eligibility Rules
- D. Goal Plan

Correct Answer: B

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

What does a point-in-time calculation mean? Please choose the correct answer.

- A. Employee assignment will not be pro-rated
- B. Target amount is based on effective date of each assignment
- C. Target amount is based on a fixed date
- D. Goal payout will not be pro-rated

Correct Answer: B

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