Latest Version: 6.0

Question: 1

Your client wants to provide an "override" field that allows multiple members of the reward team to perform data corrections to planner entries, while preserving the manager's initial recommendation. How can this be achieved?

A. Use a custom Money field controlled by field-based permissions and a permission group of named individuals.
B. Update guidelines to change the Default column for the specific employees that need to be altered.
C. Use a custom Money field controlled by field-based permissions granted to the HR managers.
D. Use mass actions through the Executive Review.

Answer: B

Question: 2

Your client would like a specific population of inactive employees to be included in the worksheet. Which combination of settings allows you to achieve this?

A. Select "All employees are eligible" under Eligibility Settings, and update eligibility rules to INCLUDE the desired inactive employees.
B. Select "Including Inactive Users" when defining the Method of Planner, select "All employees are eligible" under Eligibility Settings, and update eligibility rules to INCLUDE the desired inactive employees.
C. Select "All employees are eligible" under Eligibility Settings, and update eligibility rules to EXCLUDE the desired inactive employees.
D. Select "Including Inactive Users" when defining the Method of Planner, select "All employees are eligible" under Eligibility Settings, and update eligibility rules to EXCLUDE the undesired inactive employees.

Answer: A

Question: 3

How is range penetration or position in range calculated?

A. Current Salary / Salary Range midpoint
B. Current Salary - Range minimum

C. (Current Salary - Range Minimum) / (Range Maximum - Range Minimum)
D. Current Salary / (Range Maximum - Range Minimum)

Answer: C

Question: 4

What functions are available in a compensation profile? Note: There are 3 correct answers to this question.

A. Display salary history.
B. View budgets.
C. Promote an employee.
D. Enter recommendations.
E. Import salary history into the profile.

Answer: A,C,D

Question: 5

Your customer needs to remove a compensation statement from the system for one employee who was NOT eligible for a merit increase. Which of the following options would help you best accomplish this?

A. Recall the compensation statement for the employee.
B. Remove the employee from the compensation form and run the "Update all worksheets" job.
C. Make the employee ineligible for a merit increase using the eligibility engine.
D. Create an eligibility rule to exclude this employee.

Answer: A

Question: 6

Which actions are controlled by role-based permissions? Note: There are 2 correct answers to this question.

A. Opening compensation worksheets
B. Opening Executive Review
C. Editing compensation columns
D. Accessing Compensation Home

Answer: B,D

Question: 7

Which information is included in the rollup report? Note: There are 2 correct answers to this question.

A. The average bonus payout amount
B. The sum of budget and total spend for each division, department, or location
C. The sum of budget and total spend for each planner in the hierarchy
D. The detail of planning decisions for each employee in the hierarchy

Answer: C,D

Question: 8

What happens when a mass change violates the guideline hard stops?

A. Employees
B. Guideline will adjust on a pro rata basis.
C. Employees are brought to max of range.
D. Guideline hard stops will be skipped.

Answer: C

Question: 9

Which compensation permissions are typically enabled in role-based permissions for human resources business partners? Note: There are 3 correct answers to this question.

A. Run Ad Hoc Reports
B. Edit Employee History
C. Compensation Management
D. Manage Plan Template
E. Executive Review Read

Answer: A,C,E

Question: 10

Each employee has a custom number code assigned to them. However, your customer wants to display the name instead of the code on the worksheet. If the code is NOT in the table, the customer wants blanks to be displayed. What would you define as the last row in your lookup table?

A. FALSE as the input agreement with blanks as the output
B. N/A as the input value/key with blanks as the output
C. A blank in the input agreement with blanks as the output
D. An asterisk (*) in the input agreement with blanks as the output

Answer: D