

Latest Version: 6.0

Question: 1

Which variable pay report will generate multiple rows per employee, showing calculated payout for every business goal an employee has within a bonus plan?

Please choose the correct answer.

Response:

- A. Bonus payout
- B. Individual preview
- C. Business goal performance
- D. Bonus payout details

Answer: D

Question: 2

An employee appears on a variable pay form with greyed out data. What is a possible reason why this might occur?

Please choose the correct answer.

Response:

- A. The employee's final payout exceeds the cap amount.
- B. The employee is ineligible for the program.
- C. The employee had NO eligible earnings.
- D. Employee history entries are blank.

Answer: B

Question: 3

To create a bonus plan, which fields of the Bonus Plan file are required?

There are 2 correct answers to this question.

Response:

- A. ELIGIBILITY_RULE
- B. BUSINESS_GOALS_NAME
- C. BONUSPLAN
- D. BUSINESS_GOALS_ORDER

Answer: A,C

Question: 4

Which fields are required in the Employee History?
There are 3 correct answers to this question.
Response:

- A. Bonus Target Percentage
- B. Bonus Template Name
- C. Start Date
- D. End Date
- E. Salary

Answer: B,C,D

Question: 5

You imported the Employee History Data file. The import job was completed with the status "failure record". What needs to be checked in the Employee History Data file?
There are 2 correct answers to this question.
Response:

- A. User name
- B. Variable Pay Program ID
- C. Variable Pay Program Name
- D. User ID

Answer: C,D

Question: 6

According to the translation workbook, you need to translate all labels of fields. Which tools can you use?
There are 2 correct answers to this question.
Response:

- A. Company settings
- B. Manage plan details
- C. Column Designer
- D. Variable pay program XML template

Answer: C,D

Question: 7

Which use cases require multiplicative formulas?

There are 2 correct answers to this question.

Response:

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

Answer: A,B