

Latest Version: 6.0

Question: 1

What "Based On" options are available for Variable Pay budget calculation?

There are 3 correct answers to this question.

Response:

- A. Template
- B. Results
- C. User
- D. Group
- E. Forecast

Answer: A,C,D

Question: 2

Which parameters can you use in the "Based On Budget Calculation" section for Variable Pay Program?

There are 3 correct answers to this question.

Response:

- A. Template
- B. Results
- C. Forecast
- D. Group
- E. User

Answer: A,D,E

Question: 3

Besides "Choose Bonus Plan", what are the other options for executing "calculate bonus payout"?

There are 2 correct answers to this question.

Response:

- A. By PM form type
- B. By manager
- C. By department
- D. By employee

Answer: B,D

Question: 4

An employee appears on a variable pay form with greyed out data.

a. 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. Employee history entries are blank.
- C. The employee had NO eligible earnings.
- D. The employee is ineligible for the program.

Answer: D

Question: 5

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

There are 2 correct answers to this question.

Response:

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

Answer: A,C

Question: 6

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

Answer: D

Question: 7

Which fields are required in the Employee History?

There are 3 correct answers to this question.

Response:

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

Answer: A,B,C

Question: 8

Your customer uses Business Goals in a Variable Pay Program. All the necessary configuration is completed.

You have launched the Variable Pay worksheet and the observed Bonus Payout is calculated correctly but Business Goals do not appear in the worksheet.

With all necessary permissions given, which file do you need to check?

Please choose the correct answer

Response:

- A. Business Goal Weights import file
- B. Business Goal XML file
- C. Variable Pay Program XML file
- D. Business Goals import file

Answer: A

Question: 9

Which fields are required in the Employee history data file?

There are 3 correct answers to this question.

Response:

- A. Bonus Target Percentage
- B. Salary
- C. Basis
- D. Start Date

E. End Date

Answer: C,D,E

Question: 10

An employee appears on a variable pay form with greyed out data

a. Why does this occur?

There are 2 correct answers to this question.

Response:

A. The employee is missing in the Employee History data file.

B. PM forms for the employee are missing.

C. The employee was excluded, according to the Manage Form eligibility rule.

D. The status of the employee is "inactive".

Answer: A,C