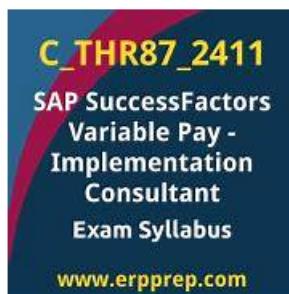# C-THR87-2411 Valid Test Discount, Valid Test C-THR87-2411 Fee

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NEW QUESTION # 13
What is the relationship between goal weights and bonus plans?

- A. Business goal weights must be created first, before bonus plans are created.
- B. All bonus plans must have equally weighted business goals.
- C. Goals are uniquely weighted based on the bonus plan they are assigned to.
- D. Goal weights are required to equal 100% for each bonus plan.

Answer: C,D

NEW QUESTION # 14
What is the difference between additive and multiplicative formulas for bonus calculation with respect to the impact of section weight, payout percent, and payout amount?

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

Answer: C

NEW QUESTION # 15
Manager form eligibility rules are written to exclude employees in specific business units.
Based on this information, which setting must be enabled for the plan to include the correct employees?

- A. Enable Suppress Statement
- B. All employees are eligible
- C. No employees are eligible
- D. Enable Guideline Optimization

Answer: B

NEW QUESTION # 16
A customer is using a custom formula to calculate the employee basis. What must you do to ensure that the basis calculates correctly?

- A. Leave the Basis field blank when importing the employee history data file.
- B. Configure the Basis field as a custom field in the background element.
- C. Configure the Basis field to be hidden in the background element.
- D. Delete the Basis field header when importing the employee history data file.

Answer: C

NEW QUESTION # 17
In which of the following scenarios would a global company use the Assignment-Based Rating (ABR) method where each assignment is summarized in a separate row?

- A. When the company needs to send individual assignment information to separate cost centers for processing.
- B. When the company needs to reduce the number of assignments to a minimum.
- C. When the company wants to streamline all assignments into a single payout summary.
- D. When the company wants to aggregate all assignments to multiple summary rows for payout.

Answer: A

NEW QUESTION # 18

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