Latest Version: 6.0

Question: 1

You are implementing an Employee Central-integrated Variable Pay template. The employee has 3 assignment records pulled from Employee Central, each with start and end dates within the bonus period, resulting in NO gaps or overlaps. What is the impact of the 3 assignment records on the payout?

A. The last record is considered when the employee's bonus payout is calculated and the bonus is increased by 3X the target.
B. Each record is considered when the employee's bonus payout is calculated and the bonus is prorated based on the dates of each record.
C. The first record is considered when the employee's bonus payout is calculated and the bonus is increased by 3X the target.
D. Each record is considered when the employee's bonus payout is calculated and the bonus is increased by 3X the target.

Answer: B

Question: 2

What feature allows employees to view their individual bonus results even if variable pay forms are still in progress?

A. Bonus forecast
B. Compensation profile
C. Bonus assignment letter
D. Variable Pay individual view

Answer: C

Question: 3

What is the relationship between goal weights and bonus plans?

A. All bonus plans must have equally weighted business goals.

B. Business goal weights must be created first, before bonus plans are created.
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

Question: 4

Which tools can employees use to see the final payout amount awarded to them? Note: There are 3 correct answers to this question.

A. Personal Compensation Statement Notification
B. Bonus Assignment Statement
C. Combined Rewards Statement
D. Variable Pay Rewards Statement
E. Variable Pay Individual View

Answer: A C D

Question: 5

Where do you define the payout function type?

A. Business Goal Weights
B. Business Goals
C. Bonus Plan
D. Background Element

Answer: B

Question: 6

Which of the following tools can you use to reorder the fields in the Assignment Details section (as shown in the screenshot)?

Employee Information

↑ Employee

Jada Baker 🪪   💬 ⋮

✕

Management & Planning Incentive Plan

Target Incentive Amount $9,975

Proration   100.0%

Prorated Target Amount $9,975

A. Variable Pay XML template
B. Column Designer
C. Configure Label Names and Visibility
D. Succession data model

Answer: A B

Question: 7

A performance management (PM) form will be considered a match to an assignment when its period overlaps with the period of the assignment. Which combination of conditions qualifies as "overlap"?

A. PM form start date >= Assignment end date. Assignment start date <= PM form start date
B. PM form start date <= Assignment start date. Assignment start date >= PM form end date
C. PM form start date <= Assignment end date. Assignment start date <= PM form end date
D. PM form start date <= Assignment start date. PM form end date <= Assignment end date

Answer: C

Question: 8

Which field-name attributes of a variable pay background element are reserved for a specific purpose? Note: There are 2 correct answers to this question.

A. dfid1
B. ifid1
C. vfid5
D. ffid1

Answer: C D

Question: 9

Due to some company reorganizations and rapid career advancement, an employee at your client has the following data in Employee Central: On the Variable Pay template, there is a custom string column that is mapped to the Job Title field on the Job Information portlet in Employee Central. The Effective Date of the template is June 1, 2020. The Bonus Period is from January 1, 2020 to December 31, 2020. What is displayed in the Job Title field when the forms are launched?

Effective Date	Department	Job Title	Bonus Plan
June 15, 2019	Sales	Sales Associate	SALES
Jan 23, 2020	Sales	Sales Advisor	SALES
April 1, 2020	Marketing	Marketing Assistant	MKT
November 23, 2020	Marketing	Marketing Manager	MANAGER

A. Marketing Assistant
B. Marketing Manager
C. Sales Advisor
D. Sales Associate

Answer: D

Question: 10

The employee history data file import process was completed but returned with errors. Given the information in the screenshot, which column is causing the error message?

userId	varPayEmpHistData	startDate	endDate	varPayProgramName	division	department	country	payGrade	jobTitle
1	varPayEmpHistData	01/01/2015	12/31/2015	July Var Pay	Manufacturing	Production FR	FRA	GR-10	Assembly Manager
100009	varPayEmpHistData	01/01/2014	12/31/2015	July Var Pay	Corporate Services	Talent Acquisition US	USA	GR-08	Recruiting Manager
100052	varPayEmpHistData	10/12/1996	12/31/2015	July Var Pay	Corporate Services	Employee Development US	USA	GR-06	Development Analyst Lead
100083	varPayEmpHistData	01/01/2014	12/31/2015	July Var Pay	Corporate Services	Employee Development US	USA	GR-08	Development Manager
100093	varPayEmpHistData	01/01/1997	12/31/2015	July Var Pay	Corporate Services	Employee Development US	USA	GR-06	Development Analyst
100095	varPayEmpHistData	01/01/1997	12/31/2015	July Var Pay	Corporate Services	Employee Development US	USA	GR-06	Program Manager
100096	varPayEmpHistData	01/01/2015	12/31/2015	July Var Pay	Manufacturing	Quality Assurance US	USA	GR-06	Inspector
100097	varPayEmpHistData	01/01/2015	02/01/2015	July Var Pay	Manufacturing	Operations CN	CHN	GR-10	Quality Assurance Manager
100097	varPayEmpHistData	02/02/2015	12/31/2015	July Var Pay	Manufacturing	Operations CN	CHN	GR-10	Quality Assurance Manager
1000971	varPayEmpHistData	03/07/2015	12/31/2015	July Var Pay	Manufacturing	Production DE	DEU	GR-08	Capacity Planning Manager
100112	varPayEmpHistData	01/01/1996	09/29/2015	July Var Pay	Manufacturing	Operations US	USA	GR-14	SVP Operations & Maintenance
100112	varPayEmpHistData	09/30/2015	12/31/2015	July Var Pay	Manufacturing	Operations US	USA	GR-14	SVP Operations & Maintenance
100113	varPayEmpHistData	01/01/1996	12/31/2015	July Var Pay	Manufacturing	Production US	USA	GR-03	Executive Assistant
100115	varPayEmpHistData	10/17/2012	12/31/2015	July Var Pay	Manufacturing	Operations US	USA	GR-14	VP Operations
100135	varPayEmpHistData	10/03/2011	12/31/2015	July Var Pay	Executive Office	Leadership Team USA	USA	GR-16	President United States
100152	varPayEmpHistData	01/01/2014	12/31/2015	July Var Pay	Corporate Services	Compensation and Benefits US	USA	GR-08	Compensation Manager
100173	varPayEmpHistData	01/01/1996	12/31/2015	July Var Pay	Executive Office	Leadership Team USA	USA	GR-03	Executive Assistant to the President

A. The country column shows a code rather than a label.
B. The basis column is using commas.
C. The endDate column is in mm/dd/yyyy format.
D. The tgtPct column is using decimals.

Answer: B

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