

C_THR86_2005^{Q&As}

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QUESTION 1

Which compensation permissions are typically enabled for human resource business partners? There are 3 correct answers.

- A. Compensation Management
- B. Manage Plan Template
- C. Executive Review Read
- D. Run Ad Hoc Reports
- E. Change User Information

Correct Answer: ACD

QUESTION 2

In Provisioning for your customer's instance you select the 'Assign default required field values for new user if none specified' option. You want to import a compensation-specific user data file (UDF). Which columns are required? There are 2 correct answers

- A. MANAGER
- B. USERID
- C. USERNAME
- D. STATUS

Correct Answer: BD

QUESTION 3

Your customer needs to remove a compensation statement from the system for one employee that was NOT eligible for a merit increase. How can you accomplish this? Please choose the correct answer.

- A. Recall the compensation statement for the employee.
- B. Remove the employee from the compensation form and regenerate this statement
- C. Make the employee ineligible for a merit increase using the eligibility engine.
- D. Remove the employee from the compensation form and run the 'Update all worksheet' job.

Correct Answer: A

QUESTION 4

What is the correct format for the compensation aggregate report? Please choose the correct answer.

- A. csv
- B. xls
- C. v4e
- D. xml

Correct Answer: C

QUESTION 5

You create a test User Data File (UDF) for use with a compensation template. The template uses the Second Manager hierarchy. The CEO is head of both hierarchies. In the user record of the CEO, what values would you use for the MANAGER and SECOND_MANAGER columns? Please choose the correct answer.

- A. MANGER: NO_MANAGER U SECOND_MANAGER: blank
- B. MANGER: blank SECOND_MANAGER: blank
- C. MANGER: NO_MANAGER V U SECOND MANAGER: NO MANAGER
- D. MANGER: blank SECOND MANAGER: NO MANAGER

Correct Answer: C

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