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QUESTION 1

Your customer wants the guidelines for an employee\\'s merit recommendation to be prorated based on the employee\\'s date of last hire. The date of last hire is different than the employee\\'s original hire date. How can you fulfill this requirement? Please choose the correct answer.

A. Use salary proration and import the employee\\'s last hire date in the V U SALARY_PRORATING_START_DATE column of the user data file (UDF).

B. Use salary proration and set the review start date equal to the employee\\'s last hire date.

C. Use raise proration and import the employee\\'s last hire date in the RAISE_PRORATING_START_DATE ^ column of the user data file (UDF).

D. Use raise proration and import a proration factor in the RAISE_PRORATING column of the user data file U (UDF).

Correct Answer: A

QUESTION 2

Your customer uses the following planning fields in the compensation plan template Promotion:

Merit

Adjustment

Using the design worksheet in the Admin Tools, which standard field would you add to the compensation

plan template to display the total amount awarded?

Please choose the correct answer.

A. Total Increase

B. Total Compensation In Local Currency

C. Total Raise

D. Total Compensation

Correct Answer: A

QUESTION 3

You configured merit guidelines as shown in the attached screenshot. If an employee has a rating of 3.05 what would be the low to high guideline that would appear in the merit guideline column in the compensation worksheet? Please choose the correct answer

A. 0% -10%

B. 3% - 5%

C. 2% - 4%

D. 0% - o%

Correct Answer: C

QUESTION 4

Your customer is an international company with a wide variety of salary ranges. The customer wants to use compa ratio to determine merit guidelines. How could you configure the pay matrix table for this client? Please choose the correct answer.

A. Use four custom attributes.

B. Use functional currency for the salary ranges.

C. Add the pay grade as a value in the pay matrix table.

D. Annualize all salary ranges.

Correct Answer: C

QUESTION 5

You want to rename the Salary tab of the compensation plan template. Which field type must you configure? Please choose the correct answer.

A. Rollup Report Fields.

B. Form Fields.

C. Custom Fields.

D. Navigation Fields.

Correct Answer: D

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