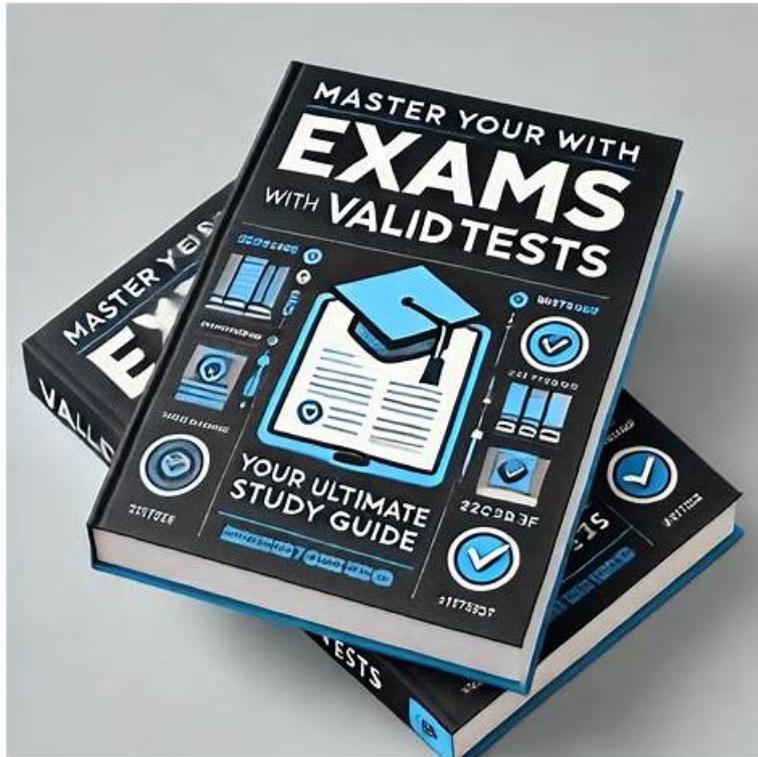# Workday-Pro-Compensation Valid Test Pattern - Workday-Pro-Compensation New Braindumps Ebook

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Workday Workday-Pro-Compensation Exam Syllabus Topics:

Topic	Details
Topic 1	• Operational Reporting: In data systems, operational reporting provides insights into real-time operational activities and current performance details.
Topic 2	• Workday Human Capital Management: This area of the Workday Pro Compensation exam evaluates the skills of HRIS Analysts, concentrating on aligning compensation functions with the wider Workday Human Capital Management environment.
Topic 3	• Compensation Management: Compensation management refers to the HR discipline focused on ensuring fair and balanced administration of employee rewards and recognition programs.
Topic 4	• Configurable Security: This area of the Workday Pro Compensation exam assesses the expertise of Workday Security Administrators, emphasizing how configurable security maintains controlled access to compensation-related data and workflows.
Topic 5	• Business Process Management (BPM): Business process management (BPM) involves using different approaches to identify, design, analyze, evaluate, refine, and automate business processes for better efficiency.

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WorkdayProCompensationExam Sample Questions (Q53-Q58):

NEW QUESTION # 53
A recruiter is proposing compensation for a candidate during the offer stage. The recruiter would like to change the value of the home internet allowance from $50 AUD to $100 AUD, but they are unable to.
Why is the recruiter unable to change the amount?

- A. The candidate is not eligible for a plan profile.
- B. The allowance plan is not included in the compensation package.
- C. The candidate is eligible for more than one compensation package.
- D. The allowance plan has the No Override checkbox selected.

Answer: D

Explanation:
* If the recruiter cannot change the allowance amount (e.g., from$50 AUD # $100 AUD), the most likely reason is that the allowance plan is configured withNo Overrideselected.
* No Overrideprevents users from modifying the default plan amounts during transactions.
Why not the others?
* A. Plan not in package# If missing, it wouldn't appear at all, not appear but be locked.
* B. Eligible for more than one package# Doesn't prevent changing amounts.
* C. Not eligible for profile# Would prevent plan assignment, not lock override fields.
References:
Workday Pro Compensation - Allowance Plan Configuration:No Override restricts modifications to plan amounts.

NEW QUESTION # 54
A company needs a $500 monthly car allowance for its sales team, paid as a flat amount. The allowance should only be for employees in the Sales job family.
How should you configure this allowance plan?

- A. Create an amount-based allowance plan, specifying $500 as the amount, monthly frequency. Create an eligibility rule for the Sales job family and assign it to the plan.
- B. Create a percent-based allowance plan, specifying the percentage of base pay to equal $500 monthly.
  Create an eligibility rule for the Sales job family and assign it to the plan.
- C. Create a unit-based allowance plan, specifying the number of units and per-unit amount to total $500 monthly. Create an eligibility rule for the Sales job family and assign it to the plan.
- D. Create a reimbursable allowance plan, specifying $500 as the reimbursement amount. Create an eligibility rule for the Sales job family and assign it to the plan.

Answer: A

Explanation:
* The requirement is aflat $500 monthly allowancefor Sales employees.
* Amount-based allowance planis the correct choice since it supports fixed, recurring payments in a defined currency and frequency.
* Adding aneligibility ruleensures only employees in theSales job familyare assigned this allowance.
Why not the others?
* A. Unit-based allowance plan# Used when pay is based on number of units (e.g., kilometers, credits), not flat amounts.
* B. Percent-based allowance plan# Tied to % of base pay, not a fixed dollar figure.
* D. Reimbursable allowance plan# Used for expense reimbursements, not recurring flat compensation.

References:
Workday Pro Compensation Training - Allowance Plan Types:Amount-based plans = recurring fixed amounts.
Workday Community - Allowance Plan Configurations.

NEW QUESTION # 55
You added a signing bonus during the Offer event, but the signing bonus did not carry forward into the Hire event.
What is missing from your configuration?

- A. You must include the Signing Bonus one-time payment in the Compensation Package.
- B. You must add Request One-Time Payment as a subprocess of the Hire business process.
- C. The Request One-Time business process security policy must include the Initiator for the Review action.
- D. The Request One-Time Payment business process needs to include an approval step.

Answer: B

Explanation:
* In Workday, one-time payments (likesigning bonuses) must flow fromOffer # Hireto remain consistent.
* If the signing bonus added duringOfferdoesn't carry intoHire, it means theHire business processis missing theRequest One-Time Payment subprocess.
* Adding it ensures that any one-time payments from the offer are automatically included in the hire event.
Why not the others?
* A. Include in package# Package inclusion allows proposal but doesn't ensure carry-forward into Hire.
* B. Add approval step# Workflow step won't fix missing subprocess link.
* D. Update security policy# Security won't solve missing subprocess configuration.
References:
Workday Pro Compensation - Offer & Hire Integration:One-time payments carry into hire only if Request One-Time Payment is a subprocess.

NEW QUESTION # 56
What is the advantage of using default compensation for requisition compensation?

- A. You can view the eligible plans when proposing compensation using the By Compensation Package and Rule or By Compensation Rule options.
- B. Every applicant hired using the same job requisition receives consistent compensation values.
- C. Every employee who hires into that position receives the same compensation values.
- D. Default compensation enables the establishment of compensation guidelines, plans, and plan amounts on a position.

Answer: B

Explanation:
* Default compensation for requisition compensationensures thatall hires from a requisition default to the same plan amounts/rates, supporting consistency in offers.
* This prevents discrepancies between candidates applying for the same role and requisition.
Why not the others?
* A. Guidelines on a position# Position compensation is separate from requisition compensation.
* C. Every employee in position receives same compensation# Controlled by position defaults, not requisition.
* D. Eligible plans view# That's determined bycompensation package setup, not requisition defaults.
References:
Workday Pro Compensation - Requisition Compensation Defaults:Ensures consistency of compensation values for all hires through the requisition.
Workday Community - Recruiting Compensation Configuration.

NEW QUESTION # 57
You are creating a compensation package.
What can you add to the compensation package?

- A. Retirement plan

- B. One-time payment plan
- C. Future payment plan
- D. Calculated plan

Answer: B

Explanation:
* Acompensation packageis a grouping of multiple compensation plans (salary, allowances, one-time payments, bonuses, etc.).
* Workday allows you tobundle one-time payment plansinto a package (e.g., relocation bonus, signing bonus).
Why not the others?
* A. Retirement plan# Benefits plans are not part of comp packages.
* C. Calculated plan# Standalone, not typically added to comp packages.
* D. Future payment plan# Not a Workday plan type.
References:
Workday Pro Compensation - Compensation Package Setup:Lists allowable plan types (salary, allowance, one-time payment).
Workday Community - Offer Package Setup.

NEW QUESTION # 58
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