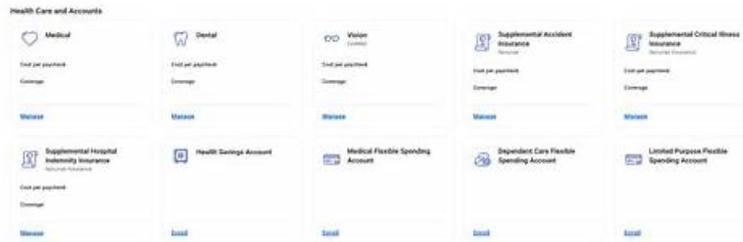


# Workday-Pro-Compensation–100% Free New Dumps Ebook | Trustable New WorkdayProCompensationExam Exam Objectives



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## Workday Workday-Pro-Compensation Exam Syllabus Topics:

Topic	Details
Topic 1	<ul style="list-style-type: none"> <li>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.</li> </ul>
Topic 2	<ul style="list-style-type: none"> <li>Compensation Management: Compensation management refers to the HR discipline focused on ensuring fair and balanced administration of employee rewards and recognition programs.</li> </ul>
Topic 3	<ul style="list-style-type: none"> <li>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.</li> </ul>
Topic 4	<ul style="list-style-type: none"> <li>Operational Reporting: In data systems, operational reporting provides insights into real-time operational activities and current performance details.</li> </ul>
Topic 5	<ul style="list-style-type: none"> <li>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.</li> </ul>

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## New Workday-Pro-Compensation Exam Objectives - Workday-Pro-Compensation Exams Torrent

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## WorkdayProCompensationExam Sample Questions (Q29-Q34):

### NEW QUESTION # 29

A company wants to create a compensation basis for their sales team. This basis should include:

- \* Base salary
- \* Monthly commission earnings
- \* Quarterly bonus plan

How should they configure this compensation basis?

- A. Create a calculation compensation basis, including salary, commission, and bonus plan.
- B. Use the total salary and allowances compensation basis and add the bonus plan.
- **C. Create a configurable compensation basis, including salary, commission, and bonus plan.**
- D. Define a new compensation grade and assign the relevant compensation plans.

**Answer: C**

Explanation:

\* A configurable compensation basis allows you to define what plans contribute to compensation calculations.

\* For the sales team, the basis should include:

\* Base salary (salary plan).

\* Monthly commission earnings (commission plan).

\* Quarterly bonus plan (bonus plan).

\* Configurable compensation bases are designed for flexible aggregation of multiple comp plans.

Why not the others?

\* B. Total salary and allowances basis# Covers only salary + allowance, does not include bonus /commission.

\* C. Compensation grade# Defines ranges, not aggregation of comp plans.

\* D. Calculation compensation basis# Not a Workday configuration type (confusion with calculated fields).

References:

Workday Pro Compensation - Configurable Compensation Bases: Allow inclusion of salary, allowances, commissions, bonuses.

### NEW QUESTION # 30

How do you configure a salary plan to prorate an employee's scheduled hours?

- A. Eligibility Rules
- **B. Apply FTE%**
- C. Exclude from Merit
- D. Compensation Element

**Answer: B**

Explanation:

When configuring a salary plan, you can choose whether the plan amount should automatically adjust for part-time employees based on FTE% (Full-Time Equivalent percentage).

\* Apply FTE% ensures that the salary plan prorates according to scheduled hours vs. full-time hours.

\* Example: If an employee works 50% FTE, a \$60,000 annual salary plan will automatically adjust to \$30,000.

Why not the others?

\* B. Compensation Element- Elements link plans to payroll but do not control proration.

\* C. Eligibility Rules- Define who is eligible, not how amounts are prorated.

\* D. Exclude from Merit- Used in merit review processes, unrelated to proration.

References:

Workday Pro Compensation Training: Salary plans have a checkbox "Apply FTE%" to prorate salaries based on work schedule.

Workday Community - Salary Plan Configuration: Confirms FTE% is the method for automatic proration.

### NEW QUESTION # 31

Refer to the following scenario to answer the question below.

A company with salaried and hourly employees has headquarters in London with additional offices in New York and Milan. How do you configure pay ranges for the Software Engineer job profile in each location?

- A. Create three compensation grades and attach them to three job profiles.

- B. Create one compensation grade with multiple eligibility rules.
- C. Create one compensation grade for each location and attach it to the job profile.
- **D. Create one compensation grade with profiles for each location and attach it to the job profile.**

**Answer: D**

Explanation:

- \* Compensation grades define pay ranges, and grade profiles allow variation by location, job family, or other attributes.
- \* In this case, the Software Engineer role exists in London, New York, and Milan, so the best practice is to:
- \* Create one compensation grade (Software Engineer).
- \* Add grade profiles for each location, each with its own pay range.
- \* Attach the grade (with all profiles) to the job profile.

Why not the others?

- \* A. One grade per location# Duplicates maintenance effort; profiles exist for this purpose.
- \* B. Three grades tied to three job profiles# Unnecessary; job profile is the same role globally.
- \* D. One grade with eligibility rules# Eligibility determines who qualifies, not pay ranges per location.

References:

Workday Pro Compensation - Compensation Grades & Profiles Guide: Profiles allow different pay ranges for same grade across locations.

Workday Community - Global Grade Profiles Best Practice.

### NEW QUESTION # 32

An employee is eligible for these compensation bases:

- \* International Compensation (ranking 2)
- \* Management Compensation (ranking 1)
- \* Sales Compensation (ranking 3)

What compensation basis will display as the employee's primary compensation basis?

- A. Total Base Pay
- B. Sales Compensation
- C. International Compensation
- **D. Management Compensation**

**Answer: D**

Explanation:

\* When multiple compensation bases apply to an employee, Workday selects the primary basis based on ranking (lowest number = highest priority).

\* Rankings here:

\* Management = 1

\* International = 2

\* Sales = 3

\* Therefore, Management Compensation is the primary basis.

Why not the others?

- \* B. Sales Compensation# Ranked lowest (3).
- \* C. International Compensation# Ranked 2, lower than Management.
- \* D. Total Base Pay# Not listed among eligible ranked bases here.

References:

Workday Pro Compensation - Configurable Compensation Bases: Ranking determines primary basis (lowest rank wins).

### NEW QUESTION # 33

You are creating a compensation package.

What can you add to the compensation package?

- A. Retirement plan
- B. Calculated plan
- C. Future payment plan
- **D. One-time payment plan**

**Answer: D**

Explanation:

- \* A compensation package is a grouping of multiple compensation plans (salary, allowances, one-time payments, bonuses, etc.).
- \* Workday allows you to bundle one-time payment plans into 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 # 34**

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