

# Workday-Pro-Compensation題庫 - Workday-Pro-Compensation考試證照綜述



BONUS!!! 免費下載PDFExamDumps Workday-Pro-Compensation考試題庫的完整版: <https://drive.google.com/open?id=1UWhmNonQWivqUpkzwa4mPiFDT2fqfEg3>

我們在工作中始終要牢記，擁有一份工作就要懂得感恩的道理，這樣，你一定會收穫很多。然而 Workday 的 Workday-Pro-Compensation 考試是一科很難通過的考試，但是你也不用過分擔心。只要你利用了適當的方法，輕鬆地通過考試也不是不可能的。那麼你知道什麼是適當的方法嗎？使用 Workday-Pro-Compensation 的 Workday-Pro-Compensation 考試資料就是一種最好不過的方法。我們一直以來幫助了很多參加IT認定考試的考生，並且得到了大家的一致好評。

想要通過Workday的Workday-Pro-Compensation考試並取得Workday-Pro-Compensation的認證資格嗎？PDFExamDumps可以保證你的成功。準備考試的時候學習與考試相關的知識是很有必要的。但是，更重要的是，要選擇適合自己的高效率的工具。PDFExamDumps的Workday-Pro-Compensation考古題就是適合你的最好的學習方法。這個高品質的考古題可以讓你看到不可思議的效果。如果你擔心自己不能通過考試，快點擊PDFExamDumps的網站瞭解更多的資訊吧。

>> Workday-Pro-Compensation題庫 <<

## 有用的Workday-Pro-Compensation題庫和資格考試中的領先提供者和一流的Workday-Pro-Compensation考試證照綜述

一般的Workday認證考試是Workday-Pro-Compensation專家利用專業經驗研究出來的考試題和答案。而PDFExamDumps正好有這些行業專家為你提供這些考試練習題和答案來幫你順利通過考試。我們的PDFExamDumps提供的考試練習題和答案有100%的準確率。購買了PDFExamDumps的產品你就可以很容易地獲得Workday的認證證書，這樣你在Workday行業中又有了個非常大的提升。

**最新的 Human Capital Management Workday-Pro-Compensation 免費考試真題 (Q13-Q18):**

### 問題 #13

A consultant is configuring plan eligibility using organizational membership and job family as the two qualifying factors (inclusive). Five employees meet the job family criteria and 50 employees meet the organization criteria. Rules must be executed at optimal performance.

How does this requirement impact the design of the rule?

- A. The consultant will remove the job family criterion.
- **B. Organizational membership will precede job family.**
- C. Eligibility is sequenced automatically.
- D. Job family will precede organizational membership.

答案: B

解題說明:

\* In Workday, eligibility rules are optimized by sequencing broader population filters first, followed by narrower ones.

\* Here:

\* Organization = 50 employees

\* Job family = 5 employees

\* To ensure performance optimization, the system should first filter by organizational membership (50), then apply job family (5).

\* This reduces the number of workers Workday needs to evaluate at the second step.

Why not the others?

\* B. Eligibility sequenced automatically# Not entirely true; sequencing can be configured for optimization.

\* C. Remove job family# Would ignore requirements.

\* D. Job family precedes organization# Less efficient, because it would start from 5 but miss optimal evaluation across 50 employees.

References:

Workday Pro Compensation - Eligibility Rule Performance Best Practices: Sequence broader criteria first (org membership) for efficiency.

Workday Community - Rule Design Guidance.

### 問題 #14

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

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

答案: B

解題說明:

When configuring 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.

### 問題 #15

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. What configuration allows the company to enter one total compensation amount for employees based in Milan?

- A. Eligible Earnings Override
- B. Total Base Pay
- C. Total Salary & Allowances
- D. Manage Basis Total

答案： D

解題說明：

\* The company wants to enter one total compensation amount for Milan employees instead of entering salary, allowance, and bonus separately.

\* This is achieved by Manage Basis Total, which allows admins to configure total comp entry at the worker level while Workday allocates automatically across plans.

\* This simplifies data entry for regions where comp is communicated as a total package.

Why not the others?

\* A. Eligible Earnings Override# Used for payroll overrides, not comp plan entry.

\* C. Total Base Pay# Only includes salary + base pay elements, not full compensation package.

\* D. Total Salary & Allowances# Not a standard Workday configuration option; the correct feature is Manage Basis Total.

References:

Workday Pro Compensation - Manage Basis Total Functionality: Used when companies pay/track one total amount for comp.

Workday Community - European Compensation Configurations (Italy, Milan case).

#Final Verified answer: B. Manage Basis Total

#### 問題 #16

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 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.
- C. 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.
- D. 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.

答案： A

解題說明：

\* The requirement is a flat \$500 monthly allowance for Sales employees.

\* Amount-based allowance plan is the correct choice since it supports fixed, recurring payments in a defined currency and frequency.

\* Adding an eligibility rule ensures only employees in the Sales job family are 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.

#### 問題 #17

A company is in the process of introducing pay ranges for specific job profiles to ensure fair and competitive compensation, which are implemented as compensation grades in Workday. What role do compensation grades fulfill within the Workday compensation framework?

- A. To connect the salary amount to payroll earnings.
- B. To calculate which compensation basis is used for reporting.
- C. To determine the employee's eligibility for overtime pay.
- D. To provide guidance when entering pay rates during a transaction.

答案：D

解題說明：

\* Compensation grades in Workday define pay ranges (minimum, midpoint, maximum) for job profiles.

\* Their purpose is guidance during compensation transactions (hire, promotion, merit increase, etc.), ensuring pay is competitive and consistent.

\* They do not enforce payroll mapping or overtime eligibility directly but help managers and HR align salary offers to market ranges. Why not the others?

\* B. Connect salary to payroll# That is done by compensation elements, not grades.

\* C. Overtime eligibility# Determined by work hours & worker type, not grades.

\* D. Compensation basis for reporting# Controlled by comp basis setup, not grades.

References:

Workday Pro Compensation Training - Compensation Grades: Defines grades as "guidelines for pay ranges used during compensation transactions." Workday Community - Compensation Grades Overview.

## 問題 #18

.....

既然通過 Workday Workday-Pro-Compensation 認證考試是不容易的，那麼選擇好的培訓工具就是成功的保證。

PDFExamDumps 會第一時間為你提供考試資料及考試練習題和答案，讓你為 Workday Workday-Pro-Compensation 認證考試做好充分的準備，以確保能 100% 通過 Workday Workday-Pro-Compensation 認證考試。PDFExamDumps 不僅能讓你首次參加 Workday Workday-Pro-Compensation 認證考試就成功通過，還能幫你節約寶貴的時間。

**Workday-Pro-Compensation 考試證照綜述：** [https://www.pdfexamdumps.com/Workday-Pro-Compensation\\_valid-braindumps.html](https://www.pdfexamdumps.com/Workday-Pro-Compensation_valid-braindumps.html)

如果你想取得 Workday-Pro-Compensation 的認證資格，PDFExamDumps 的 Workday-Pro-Compensation 考古題可以實現你的願望，這個考古題是由 PDFExamDumps Workday-Pro-Compensation 考試證照綜述提供的，Workday Workday-Pro-Compensation 題庫那麼，難道沒有一個簡單的方法可以讓大家更容易地通過 IT 認證考試嗎？

WorkdayProCompensationExam - Workday-Pro-Compensation 考古題一直保持高通過率，Workday Workday-Pro-Compensation 題庫那麼快報名參加 IT 認證考試獲得認證資格吧，我們提供的練習題幾乎與真題是一樣的，有了我們為你提供的精確的 Workday Workday-Pro-Compensation 考題資料，可以幫助你 100% 高分通過你的一次參加的 Workday-Pro-Compensation 認證考試，我們對所有購買 Workday WorkdayProCompensationExam - Workday-Pro-Compensation 題庫的客戶提供跟蹤服務，確保 Workday WorkdayProCompensationExam - Workday-Pro-Compensation 考題的覆蓋率始終都在 95% 以上，並且提供 2 種 Workday WorkdayProCompensationExam - Workday-Pro-Compensation 考題版本供你選擇。

落日余暉漸漸散去，整個天幕都暗沈了下來，洪老九在門口候著，洪大少也在壹旁站著，如果你想取得 Workday-Pro-Compensation 的認證資格，PDFExamDumps 的 Workday-Pro-Compensation 考古題可以實現你的願望，這個考古題是由 PDFExamDumps 提供的，那麼，難道沒有一個簡單的方法可以讓大家更容易地通過 IT 認證考試嗎？

## 最新的 Workday-Pro-Compensation 題庫，最有效的考試資料幫助妳輕鬆通過 Workday-Pro-Compensation 考試

WorkdayProCompensationExam - Workday-Pro-Compensation 考古題一直保持高通過率，那麼快報名參加 IT 認證考試獲得認證資格吧。

- 最新 Workday-Pro-Compensation 題庫 ☐ Workday-Pro-Compensation 題庫分享 ☐ 最新 Workday-Pro-Compensation 題庫 ☐ 開啟 ➡ [www.newdumpspdf.com](http://www.newdumpspdf.com) ☐ 輸入 { Workday-Pro-Compensation } 並獲取免費下載 Workday-Pro-Compensation 證照信息
- Workday-Pro-Compensation 題庫分享 ☐ Workday-Pro-Compensation 證照考試 ☐ 免費下載 Workday-Pro-Compensation 考題 ☐ [www.newdumpspdf.com](http://www.newdumpspdf.com) ☐ 上的「Workday-Pro-Compensation」免費下載只需搜尋 Workday-Pro-Compensation 熱門考古題
- Workday-Pro-Compensation 題庫最新資訊 ☐ Workday-Pro-Compensation 指南 ☐ Workday-Pro-Compensation 題庫分享 ☐ 立即在 ➡ [www.newdumpspdf.com](http://www.newdumpspdf.com) ☐ 上搜尋 ➡ Workday-Pro-Compensation ☐ ☐ 並免費下載 Workday-Pro-Compensation 測試
- Workday-Pro-Compensation 考題資訊 ☐ Workday-Pro-Compensation 熱門考古題 ☐ Workday-Pro-Compensation 考古題推薦 ☐ 開啟“[www.newdumpspdf.com](http://www.newdumpspdf.com)”輸入 ☐ Workday-Pro-Compensation ☐ 並獲取免費下載 Workday-Pro-Compensation 考試題庫
- 最新 Workday-Pro-Compensation 題庫 ☐ Workday-Pro-Compensation 考試題庫 ☐ Workday-Pro-Compensation 考

最新的Workday-Pro-Compensation學習資料 ☐ 免費下載[ Workday-Pro-Compensation ]只需進入“[www.newdumpsdf.com](http://www.newdumpsdf.com)”網站 Workday-Pro-Compensation考題資訊

- P.S. PDFExamDumps在Google Drive上分享了免費的2025 Workday Workday-Pro-Compensation考試題庫：<https://drive.google.com/open?id=1UWhmNonQWivqUpkzwa4mPiFDT2fqfEg3>

P.S. PDFExamDumps在Google Drive上分享了免費的2025 Workday Workday-Pro-Compensation考試題庫：<https://drive.google.com/open?id=1UWhmNonQWivqUpkzwa4mPiFDT2fqfEg3>