

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



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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。

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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 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.

### 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 compensation 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

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