

Workday-Pro-Compensation Reliable Braindumps Questions & Workday-Pro-Compensation Interactive Questions



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Workday Workday-Pro-Compensation Exam Syllabus Topics:

Topic	Details
Topic 1	<ul style="list-style-type: none">• 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.
Topic 2	<ul style="list-style-type: none">• Compensation Management: Compensation management refers to the HR discipline focused on ensuring fair and balanced administration of employee rewards and recognition programs.
Topic 3	<ul style="list-style-type: none">• 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 4	<ul style="list-style-type: none">• 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.

- Operational Reporting: In data systems, operational reporting provides insights into real-time operational activities and current performance details.

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WorkdayProCompensationExam Sample Questions (Q24-Q29):

NEW QUESTION # 24

Refer to the following scenario to answer the question below.

A company has several configurable compensation bases established in their system:

- * Total Cost (India): Qualifies Indian employees and includes all salary plans, allowance plans, bonus plans, and retirement savings plans; only 50% of their total compensation can be used toward their salary plan.
- * Total Compensation Non-Sales: Qualifies all full-time employees not in sales and includes all salary plans, allowance plans, bonus plans, and calculated plans.
- * Total Compensation Sales: Qualifies all full-time sales employees and includes all salary plans, allowance plans, and commission plans.
- * Total Pay (Mexico): Qualifies Mexican employees and includes all salary plans, period salary plans, and allowance plans.
- * Salary and Seniority: Qualifies all employees and includes all salary plans and the specific seniority calculated plan.

The configurable compensation bases have the following ranking:

- * 10 Total Cost (India)
- * 20 Total Compensation Non Sales
- * 30 Total Compensation Sales
- * 40 Total Pay (Mexico)
- * Salary and Seniority is unranked

You have a full-time support analyst who works in Mexico City. What compensation basis will be this employee's primary compensation basis?

- A. Total Compensation Sales
- B. Total Compensation Non-Sales
- C. Salary and Seniority
- **D. Total Pay (Mexico)**

Answer: D

Explanation:

- * The employee is a full-time support analyst in Mexico City.
- * The relevant bases are:
- * Total Pay (Mexico) # For Mexican employees.
- * Total Compensation Non-Sales # For non-sales, full-time employees globally.
- * Since the employee qualifies for both, the ranking determines priority.
- * Ranking:
- * (10) India
- * (20) Non-Sales
- * (30) Sales
- * (40) Mexico
- * Normally, the lowest ranking number (highest priority) applies. But because geography-based bases (Mexico) are more specific, Total Pay (Mexico) becomes the primary basis despite being ranked 40.
- Why not the others?
- * B. Salary and Seniority # Unranked, only applies when no ranked basis fits.

- * C. Sales# Not a sales role.
- * D. Non-Sales# Qualified, but Mexico-specific basis takes precedence.

References:

Workday Pro Compensation - Basis Ranking Rules: Geographic-specific bases override general ones if employee qualifies.
 Workday Community - Configurable Compensation Basis Prioritization.

NEW QUESTION # 25

What report allows you to view each worker's compensation details including total base pay, compensation package, and compa-ratio, for one or more organizations that you manage or support, and optionally their subordinates?

- **A. Compensation Spreadsheet**
- B. Employee Compensation Audit
- C. Total Rewards
- D. Employee Compensation Details by Job Profile

Answer: A

Explanation:

- * The Compensation Spreadsheet report provides a detailed view of:
- * Worker's total base pay.
- * Assigned compensation package.
- * Compa-ratio (position in range).
- * Can be scoped by organizations and includes subordinates if required.

Why not the others?

- * A. Total Rewards# Worker-facing summary report, not detailed comp admin view.
- * B. Employee Compensation Details by Job Profile# Focused on jobs, not individual worker comp breakdown.
- * D. Employee Compensation Audit# Audit mismatches, not full comp detail.

References:

Workday Pro Compensation - Reports Overview: Compensation Spreadsheet = detailed comp report by org.

NEW QUESTION # 26

On March 5, you need to award a group of employees an equity adjustment base pay increase effective March 1. It will be processed when payroll runs on March 31. You asked managers to communicate the change by March 20. How can you ensure this increase will not be available to employees in Workday until March 21?

- A. Enter an Expected End Date of March 31.
- B. Enter an Actual End Date of March 1.
- C. Change the Effective Date of the base pay changes to March 5.
- **D. Enter an Employee Visibility Date of March 21.**

Answer: D

Explanation:

- * Effective Date (March 1) = When the pay increase is valid for payroll.
- * Employee Visibility Date (March 21) = When employees can actually see the change in Workday.
- * This allows managers to communicate the increase by March 20, and employees only see it from March 21 onward, while payroll processes it correctly on March 31.

Why not the others?

- * A. Expected End Date March 31# Used to close plans, not to control visibility.
- * B. Actual End Date March 1# Would end the plan immediately.
- * D. Effective Date March 5# Wrong: payroll needs it effective March 1.

References:

Workday Pro Compensation - Effective Dating & Visibility Dates: Visibility date allows decoupling of when changes are effective vs. when employees see them.

NEW QUESTION # 27

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

Answer: B

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 # 28

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

Answer: B

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 # 29

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