#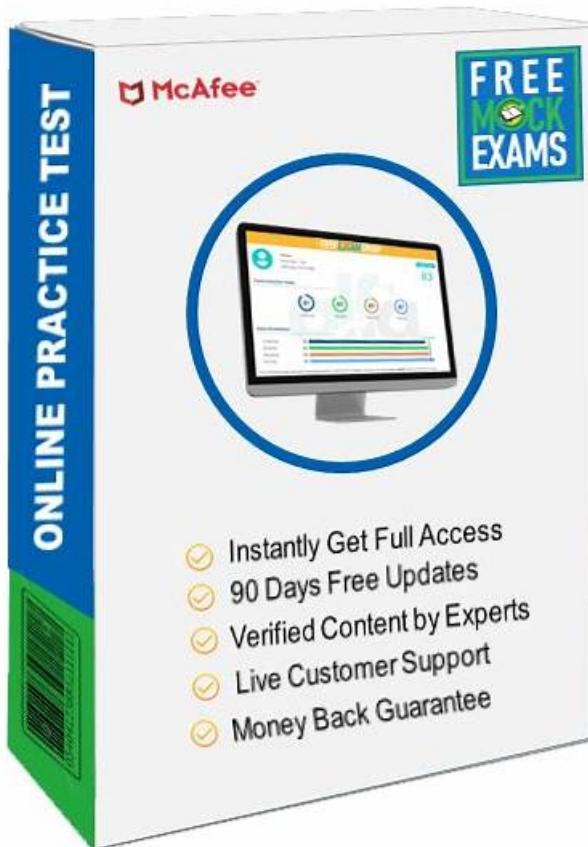 WorkdayProCompensationExam Practice Torrent - Workday-Pro-Compensation Actual Test & Workday-Pro-Compensation Free Demo

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Workday Workday-Pro-Compensation Exam Syllabus Topics:

Topic	Details
Topic 1	• 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 2	• 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 3	• Operational Reporting: In data systems, operational reporting provides insights into real-time operational activities and current performance details.
Topic 4	• Compensation Management: Compensation management refers to the HR discipline focused on ensuring fair and balanced administration of employee rewards and recognition programs.
Topic 5	• 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.

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WorkdayProCompensationExam Sample Questions (Q52-Q57):

NEW QUESTION # 52
Your company would like to automatically increase pay after 12 months of employment, but only after 400 hours worked. What configuration will achieve this on compensation steps?

- A. Set a duration of 12 months.
- B. Select the "Assign first step during compensation proposal" checkbox and set a progression rule that counts 12 months.
- C. Set a progression rule that counts the number of hours worked.
- D. Set a duration of 12 months and a step progression rule that counts the number of hours worked.

Answer: D

Explanation:
In Workday Compensation, step progression is controlled through a combination of duration (time-based eligibility) and progression rules (additional conditions, like hours worked or performance).
Here's how the scenario breaks down:
* Requirement 1 - 12 months of employment
* Workday supports step duration, where you can specify that an employee must remain at a step for a defined period before being eligible for the next step.
* Setting a duration of 12 months ensures that the employee only becomes eligible for a step increase after completing a year in the role.
* Requirement 2 - 400 hours worked
* Workday allows you to configure step progression rules that evaluate conditions beyond time, such as hours worked, performance ratings, or other calculated fields tied to the worker.
* A progression rule counting the number of hours worked ensures that the pay increase is not triggered until the employee meets the required 400 hours.
* Why not the other options?
* A. Assign first step during compensation proposal + 12 months rule- This would only apply the first step, but it doesn't enforce the "400 hours worked" requirement.
* B. Hours worked only- This ignores the requirement of 12 months of employment.

* C. Duration of 12 months only- This ignores the requirement of 400 hours worked.
Thus, only D (duration + step progression rule) satisfies both conditions simultaneously.
References (from Workday Pro Compensation knowledge & learning resources):
* Workday Compensation - Step Progression Configuration:Duration enforces time-in-step, while progression rules allow conditions such as hours worked or performance-based eligibility.
* Workday Pro Training Materials (Compensation module):Step increase rules require combining duration with the eligibility/progression conditions for multi-criteria automation.
* Workday Community - Compensation Step Progression Guide:Confirms that when multiple criteria must be met (e.g., tenure and hours worked), they must be configured in both the duration setting and the progression rule logic.

NEW QUESTION # 53

You enter a date in the Actual End Date field of a compensation plan.
When will Workday remove the plan from the employee's record?

- A. On the actual end date plus one day.
- B. On the last day of the month plus one day.
- C. On the actual end date.
- D. On the last day of the pay period plus one day.

Answer: A

Explanation:
* In Workday, when you set an Actual End Date on a compensation plan, the plan remains active through that date.
* Workday automatically removes the plan the day after the entered actual end date.
* Example: If Actual End Date = March 31, the plan is removed effective April 1.
Why not the others?
* B. Last day of the month +1# Too restrictive; not always tied to month-end.
* C. On the actual end date# Wrong; the plan is valid through the end date.
* D. Last day of the pay period +1# Not relevant; tied to end date, not pay periods.
References:
Workday Pro Compensation - Plan End Dating Rules:Actual End Date +1 day removes the plan.

NEW QUESTION # 54

Refer to the following scenario to answer the question below.
A company pays its employees a monthly allowance. Plan targets are dependent on plan profile eligibility rules. There are 100 different types of plan profiles, each with a specific target amount for the eligible population. Sample plan profile eligibility criteria include:
* Job Family = Human Resources $50 USD
* Job Family = Sales $70 USD
* Job Family and Country = Human Resources / Australia $78 AUD
* Job Family and Country = Sales / Australia $110 AUD
One of the compensation administrators has made changes to the eligibility rule for the Sales and Australian plan profile, removing Sales employees. What impact will changing this eligibility rule have?

- A. Sales employees will automatically be removed from the plan.
- B. All Australian employees will automatically be enrolled in the plan.
- C. A system error will persist.
- D. Any Australian employee will have an allowance automatically added during a job change and Sales employees will have their allowance automatically removed during a job change.

Answer: D

Explanation:
* If the eligibility rule for Sales / Australia profile is changed to remove "Sales," then all Australian employees(regardless of job family) become eligible.
* As a result:
* Any Australian employee moving roles will be assigned the allowance.
* Sales employees will no longer qualify, so their allowances are automatically removed during compensation/job changes.
Why not the others?

* A. Sales removed immediately# Removal only happens at a transaction/job change evaluation.
* C. All Australians automatically enrolled# Not automatic, triggered during job/comp events.
* D. System error# Not how Workday handles eligibility changes.
References:
Workday Pro Compensation - Allowance Plan Eligibility Rules:Eligibility changes are enforced during transactions (hire, job change, comp change).
Workday Community - Compensation Profiles and Eligibility Handling.

NEW QUESTION # 55

A customer has several one-time payment plans within a tenant. They want to ensure that during a payment event a single one-time payment is submitted.
How should this be configured?

- A. Segment security to the Domain: One Time Payment
- B. Do not enable Multiple One-Time Payments within the Edit Tenant Setup - HCM > Compensation
- C. Use a rule-based business process definition
- D. Enable Multiple One-Time Payments within the Edit Tenant Setup - HCM > Compensation

Answer: B

Explanation:
* If you want to restrict employees so they can only submit a single one-time payment per payment event, you must ensure thatMultiple One-Time Payments is not enabledin tenant setup.
* When disabled, Workday enforcesone plan per effective date/reason.
Why not the others?
* A. Segment security# Controls data access, not number of payments allowed.
* B. Rule-based BP# Governs approvals/workflow, not structural system behavior.
* C. Enable Multiple One-Time Payments# Would allow multiple entries (opposite of requirement).
References:
Workday Pro Compensation - Tenant Setup for One-Time Payments.

NEW QUESTION # 56

When employees request a one-time payment for themselves, they have access to view and update the Gross Up and Send to Payroll checkboxes. Selecting these options could impact their payment.
How can you prevent employees from updating these options?

- A. Remove Employee as Self from the Self-Service: Request One-Time Payment security domain.
- B. Remove Employee as Self from the Self-Service: Payroll security domain.
- C. Configure Optional Fields for Request One-Time Payment to hide the fields.
- D. Configure Optional Fields for Request One-Time Payment for Self to hide the fields.

Answer: D

Explanation:
* Employees requestingone-time payments for selfmay see sensitive options likeGross UporSend to Payroll.
* To prevent them from updating these fields, configureOptional Fields for Request One-Time Payment for Selfand hide the checkboxes.
* This limits their visibility and update access without affecting manager/HR workflows.
Why not the others?
* A. Optional Fields for Request One-Time Payment# Applies to manager/HR use, not self-service.
* C. Remove Employee as Self from self-service comp domain# Would block employees from initiating requests entirely.
* D. Payroll security domain# Payroll security doesn't control compensation request UI fields.
References:
Workday Pro Compensation - Configuring Optional Fields for Self-Service One-Time Payments.

NEW QUESTION # 57

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