

# Workday-Pro-Compensation Latest Braindumps Book & Dumps Workday-Pro-Compensation PDF

Oracle 160-1065-22 Oracle Compensation: Exam 160-1065-22 Preparation Material



160-1065-22 Valid Braindumps Book | Latest 160-1065-22 Guide Files

Over the past few years, we have gathered thousands of industry experts, industry consultants, affiliates, and finally formed a complete learning ecosystem. 160-1065-22 Valid Braindumps, which are made for students who want to pass 160-1065-22 certification. Our customer service is available 24 hours a day. This can ensure to be solved at any time. In addition, all customer information for purchasing 160-1065-22 Braindumps will be kept strictly confidential. We will not disclose your privacy to any third party, nor will it be sold for profit. Then, we will introduce our products in detail.

**Oracle 160-1065-22 Exam Syllabus Topics:**

Topic	Details
Topic 1	<ul style="list-style-type: none"><li>• Supplier (Vendor) as Management (SPO)</li><li>• Procurement Acquisition Overview</li><li>• Common applications for Procurement</li></ul>
Topic 2	<ul style="list-style-type: none"><li>• Configure Supplier Inventory Organization, Internal and External Supplier Organization</li><li>• Create Item Types and Change Order, and assign Procurement agent</li></ul>
Topic 3	<ul style="list-style-type: none"><li>• Configure Supplier as one source approval, Supplier Set-up, Quote Manager, Two Stage PO</li><li>• Expense Tracking and Configuration</li></ul>
Topic 4	<ul style="list-style-type: none"><li>• Set up PO Management and manage them action, including Initiatives, Receipts, Provision of Materials, and Qualifications</li><li>• Manage Supplier Configuration and Types of its assignment</li></ul>
Topic 5	<ul style="list-style-type: none"><li>• Set up Procurement of Cataloged Inventory from Supplier, The Supplier Manager, Supplier Service Center, B2B Communication</li><li>• Define Purchase Document Configuration and Document Styles</li></ul>

160-1065-22 Valid Braindumps Book Oracle 160-1065-22 Guide Files

BTW, DOWNLOAD part of DumpsTests Workday-Pro-Compensation dumps from Cloud Storage:  
<https://drive.google.com/open?id=1zxFhWcL0U0Qf6hhANveJx7t7LqbnLq8I>

DumpsTests's Workday Workday-Pro-Compensation exam training materials' simulation is particularly high. You can encounter the same questions in the real real exam. This only shows that the ability of our IT elite team is really high. Now many ambitious IT staff to make their own configuration files compatible with the market demand, to realize their ideals through these hot IT exam certification. Achieved excellent results in the Workday Workday-Pro-Compensation Exam. With the Workday Workday-Pro-Compensation exam training of DumpsTests, the door of the dream will open for you.

After you enter the examination room and get the exam paper, you must be sighed that the gold content of our Workday-Pro-Compensation learning guide is too high. Our Workday-Pro-Compensation study materials are really magic weapon for you to quickly pass the exam. Just come and buy our Workday-Pro-Compensation Exam Questions, then you can pass the exam by 100% success guarantee after you prepare with them for 20 to 30 hours. This data is created by our loyal customers who had bought our Workday-Pro-Compensation training engine and passed the exam.

>> Workday-Pro-Compensation Latest Braindumps Book <<

Dumps Workday-Pro-Compensation PDF | Workday-Pro-Compensation

## Simulated Test

Learning is just a part of our life. We do not hope that you spend all your time on learning the Workday-Pro-Compensation certification materials. Life needs balance, and productivity gives us a sense of accomplishment and value. So our Workday-Pro-Compensation real exam dumps have simplified your study and alleviated your pressure from study. Also, the windows software will automatically generate a learning report when you finish your practices of the Workday-Pro-Compensation Real Exam dumps, which helps you to adjust your learning plan. It is crucial that you have formed a correct review method. The role of our Workday-Pro-Compensation test training is optimizing and monitoring your study. Sometimes you have no idea about your problems. So you need our Workday-Pro-Compensation real exam dumps to promote your practices.

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

Topic	Details
Topic 1	<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>
Topic 2	<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 3	<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 4	<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 5	<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>

## WorkdayProCompensationExam Sample Questions (Q14-Q19):

### NEW QUESTION # 14

You created a new one-time payment plan and enabled employees to request payments for themselves. While testing, you notice that an existing custom validation for the Request One-Time Payment process also applies to the Request One-Time Payment for Self process.

How can you ensure these validations do not run for employees requesting one-time payments for themselves?

- A. Use Configure Options Fields for Request One Time Payment for Self to exclude the fields that are triggering the validations.
- **B. Use Maintain Custom Validations and use One Time Payment Event for Self field to exclude these types of events.**
- C. Use Maintain Custom Validations and add new validations that should apply only for employees requesting one-time payments for themselves.
- D. Remove Employee as Self from the Worker Data: Request One-Time Payment security domain.

**Answer: B**

Explanation:

\* Maintain Custom Validations allows you to refine which events validations apply to.

\* Workday distinguishes between Request One-Time Payment(manager/HR initiated) and Request One- Time Payment for Self(employee initiated).

\* By using the One Time Payment Event for Self field, you can exclude self-service events from being validated by the existing custom validations.

Why not the others?

\* B. Add new validations# Would duplicate rules rather than exclude them.

\* C. Remove Employee as Self from security domain# Would block employees from submitting requests, not exclude validations.

\* D. Configure Options Fields# Controls fields displayed, not validation logic.

References:

Workday Pro Compensation - Custom Validations Guide: Validations can be scoped to specific business processes, including "for self" variants.

Workday Community - One-Time Payment Event for Self Validation Handling.

### NEW QUESTION # 15

A mobile allowance plan has an amount of \$150 per month. The new amount will be \$200 for those employees using the plan.

Employees using an override amount will keep their current difference.

How will you update the plan target and maintain current differences?

- A. Use the Remove Compensation Plan process and rollout the new plan to all eligible workers.
- **B. Use the Set Up Allowance Plan Adjustment task and select Adjust by Same Amounts for Employees Using Override.**
- C. Change the allowance plan amounts and rollout the plan to all eligible workers.
- D. Use the Set Up Allowance Plan Adjustment task and select Adjust to New Defaults for Employees Using Override.

**Answer: B**

Explanation:

\* The business requirement: Raise the default mobile allowance from \$150 to \$200, but keep employees with override amounts at their current difference.

\* Using Set Up Allowance Plan Adjustment with the option Adjust by Same Amounts for Employees Using Override ensures that:

\* The default is increased by \$50.

\* Employees with overrides will also receive a \$50 adjustment (preserving their override difference).

Why not the others?

\* B. Change plan amounts & rollout# Would overwrite override amounts, losing differences.

\* C. Remove and rollout new plan# Unnecessary and disruptive.

\* D. Adjust to New Defaults# Would reset overrides to default, eliminating differences.

References:

Workday Pro Compensation - Allowance Plan Adjustments: Adjust by same amount option maintains override differences.

Workday Community - Managing Plan Adjustments.

### NEW QUESTION # 16

While creating an offer, you realize that default compensation configured on the job requisition is defaulting on the offer. The location is changing, which may impact the candidate's eligibility to certain compensation elements.

How can you ensure that Workday runs eligibility rules during the Offer business process even when default compensation exists on the job requisition?

- A. Select the Enable Defaulting Based on Changes to Guidelines setting in Edit Tenant Setup - HCM.
- **B. Select the Run Eligibility Rules when there is Requisition Compensation setting in Edit Tenant Setup - HCM.**
- C. Edit the Offer business process security policy.
- D. Select the Enable Eligibility Rule Performance Enhancement for Compensation Plan Profiles setting in Edit Tenant Setup - HCM.

**Answer: B**

Explanation:

\* By default, if compensation defaults from the requisition, Workday may skip eligibility re-checks.

\* To ensure eligibility rules are always executed during the Offer process (especially if location, job family, or country changes), enable:

\* Run Eligibility Rules when there is Requisition Compensation in Edit Tenant Setup - HCM.

Why not the others?

\* B. Enable Defaulting Based on Guidelines# Controls guideline defaults, not eligibility evaluation.

\* C. Edit Offer business process security# Security won't trigger eligibility rules.

\* D. Enable Eligibility Rule Performance Enhancement# Improves performance but doesn't force rule execution.

References:

Workday Pro Compensation - Tenant Setup Options: Run Eligibility Rules ensures recalculation during Offer with requisition defaults.

Workday Community - Compensation Rule Defaulting in Offers.

### NEW QUESTION # 17

Airplane pilots receive a base salary as compensation. They also receive compensation based on the number of kilometers flown. The more they fly, the more they get paid. You need to create a plan to show estimated wages based on kilometers flown to include in an offer letter. What type of plan should you create?

- A. Period salary plan
- B. One-time payment plan
- **C. Unit salary plan**
- D. Unit-based allowance plan

**Answer: C**

Explanation:

- \* A Unit Salary Plan pays based on units worked (e.g., miles, credits, or kilometers).
- \* In this case, pilots earn extra based on kilometers flown, making unit salary plan the correct choice.
- \* It also supports estimation of wages for offer letters since you can project based on expected units.

Why not the others?

- \* A. Unit-based allowance plan# Allowances are flat recurring payments, not tied to actual units worked.
- \* B. One-time payment# Used for bonuses or ad hoc payments, not recurring per-unit pay.
- \* D. Period salary plan# Handles additional pay periods, not per-unit payments.

References:

Workday Compensation Plans Training: Unit salary plans are designed for recurring, unit-driven pay like teaching credits or mileage.  
Workday Community - Unit Salary Plans.

### NEW QUESTION # 18

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

**Answer: B**

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 # 19

.....

The content of Workday-Pro-Compensation exam torrent is compiled by hundreds of industry experts based on the syllabus and the changing trend of industry theory. With Workday-Pro-Compensation exam torrent, you no longer have to look at textbooks that make you want to sleep. You just need to do exercises to master all the important knowledge. At the same time, Workday-Pro-Compensation prep torrent help you memorize knowledge points by correcting the wrong questions, which help you memorize more solidly than the way you read the book directly.

**Dumps Workday-Pro-Compensation PDF:** <https://www.dumpstests.com/Workday-Pro-Compensation-latest-test-dumps.html>

- New Workday-Pro-Compensation Exam Questions □ Workday-Pro-Compensation Latest Demo □ Certification Workday-Pro-Compensation Test Questions \ [ [www.exam4labs.com](http://www.exam4labs.com) ] is best website to obtain 《 Workday-Pro-Compensation 》 for free download □ New Workday-Pro-Compensation Dumps Ppt
- Excellent Workday-Pro-Compensation Latest Braindumps Book for Real Exam □ Download □ Workday-Pro-Compensation □ for free by simply searching on ➡ [www.pdfvce.com](http://www.pdfvce.com) □ □ □ Braindumps Workday-Pro-Compensation Downloads
- New Workday-Pro-Compensation Dumps Ppt □ Workday-Pro-Compensation Test Collection Pdf □ New Workday-Pro-Compensation Real Exam □ Search for ▷ Workday-Pro-Compensation ◁ and download exam materials for free through □ [www.dumpsmaterials.com](http://www.dumpsmaterials.com) □ □ Workday-Pro-Compensation Authorized Exam Dumps
- Workday-Pro-Compensation Study Guide: WorkdayProCompensationExam - Workday-Pro-Compensation Learning Materials □ Search for ▶ Workday-Pro-Compensation ◀ on “ [www.pdfvce.com](http://www.pdfvce.com) ” immediately to obtain a free download □ Workday-Pro-Compensation Exam Fee
- Workday-Pro-Compensation Latest Braindumps Book | Trustable WorkdayProCompensationExam 100% Free Dumps PDF □ ➡ [www.verifiedumps.com](http://www.verifiedumps.com) □ is best website to obtain □ Workday-Pro-Compensation □ for free download □ □ New Workday-Pro-Compensation Dumps Ppt
- Workday-Pro-Compensation Study Guide: WorkdayProCompensationExam - Workday-Pro-Compensation Learning Materials □ Copy URL ➡ [www.pdfvce.com](http://www.pdfvce.com) □ open and search for ➡ Workday-Pro-Compensation □ to download for free □ Workday-Pro-Compensation Popular Exams
- Workday-Pro-Compensation Test Collection Pdf □ Workday-Pro-Compensation Valid Test Online □ Braindumps Workday-Pro-Compensation Downloads □ Search for ⇒ Workday-Pro-Compensation ⇐ and obtain a free download on { [www.vceengine.com](http://www.vceengine.com) } □ Workday-Pro-Compensation Authorized Exam Dumps
- Excellent Workday-Pro-Compensation Latest Braindumps Book for Real Exam ◀ Immediately open ▶ [www.pdfvce.com](http://www.pdfvce.com) ◀ and search for ➡ Workday-Pro-Compensation □ to obtain a free download □ Workday-Pro-Compensation Reliable Exam Dumps
- Workday-Pro-Compensation Test Collection Pdf □ New Workday-Pro-Compensation Dumps Ppt □ Workday-Pro-Compensation Official Study Guide □ Open ▷ [www.prepawayete.com](http://www.prepawayete.com) ◁ and search for ▷ Workday-Pro-Compensation ◁ to download exam materials for free □ Braindumps Workday-Pro-Compensation Downloads
- Quiz High-quality Workday-Pro-Compensation - WorkdayProCompensationExam Latest Braindumps Book □ Search on ( [www.pdfvce.com](http://www.pdfvce.com) ) for ▶ Workday-Pro-Compensation ◀ to obtain exam materials for free download □ Workday-Pro-Compensation Valid Exam Vce
- Workday-Pro-Compensation Official Study Guide □ Workday-Pro-Compensation Valid Exam Vce □ Workday-Pro-Compensation Test Collection Pdf □ Search for ➡ Workday-Pro-Compensation □ □ □ and easily obtain a free download on ⇒ [www.verifiedumps.com](http://www.verifiedumps.com) ⇐ □ Workday-Pro-Compensation Valid Test Online
- [nyedcpune.com](http://nyedcpune.com), [www.pcsq28.com](http://www.pcsq28.com), [anonup.com](http://anonup.com), [www.stes.tyc.edu.tw](http://www.stes.tyc.edu.tw), [www.stes.tyc.edu.tw](http://www.stes.tyc.edu.tw), [thotsmithconsulting.com](http://thotsmithconsulting.com), [www.thingstogetime.com](http://www.thingstogetime.com), [myportal.utt.edu.tt](http://myportal.utt.edu.tt), [myportal.utt.edu.tt](http://myportal.utt.edu.tt), [myportal.utt.edu.tt](http://myportal.utt.edu.tt), [myportal.utt.edu.tt](http://myportal.utt.edu.tt), [myportal.utt.edu.tt](http://myportal.utt.edu.tt), [myportal.utt.edu.tt](http://myportal.utt.edu.tt), [myportal.utt.edu.tt](http://myportal.utt.edu.tt), [myportal.utt.edu.tt](http://myportal.utt.edu.tt), [www.stes.tyc.edu.tw](http://www.stes.tyc.edu.tw), [www.stes.tyc.edu.tw](http://www.stes.tyc.edu.tw), Disposable vapes

P.S. Free & New Workday-Pro-Compensation dumps are available on Google Drive shared by DumpsTests:

<https://drive.google.com/open?id=1zxFhWcL0U0Qf6hhANveJx7t7LqbnLq8I>