

Workday Workday-Pro-Compensation Web-Based Practice Exam for Online Self-Assessment



Passing the WorkdayProCompensationExam exam at first attempt is a goal that many candidates strive for. However, some of them think that good Workday Workday-Pro-Compensation study material is not important, but this is not true. The right Workday-Pro-Compensation preparation material is crucial for success in the exam. And applicants who don't find updated Workday-Pro-Compensation prep material ultimately fail in the real examination and waste money. That's why itPass4sure offers actual Workday-Pro-Compensation exam questions to help candidates pass the exam and save their resources.

Workday Workday-Pro-Compensation Exam Syllabus Topics:

Topic	Details
Topic 1	<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 2	<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.
Topic 3	<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 4	<ul style="list-style-type: none"> Operational Reporting: In data systems, operational reporting provides insights into real-time operational activities and current performance details.
Topic 5	<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.

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WorkdayProCompensationExam Sample Questions (Q46-Q51):

NEW QUESTION # 46

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

Answer: A

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 # 47

You have a seniority dynamic calculated plan to increase the amount of the plan every three years of an employee's employment. An employee reaches their sixth anniversary. What do you need to do to make sure this employee's plan updates with the new amount?

- A. You need to create a custom audit report to identify employees who reach their anniversary, and then submit a Request Compensation Change to run the calculation and update the amount for the employee.
- **B. You do not need to do anything. Workday will check daily and automatically change the amount for the employee.**

- C. You need to set up the Schedule Automatic Step Progression task so Workday is on schedule to process the calculation on the anniversary and change the amount for the employee.
- D. You need to schedule a Mass Operation Management task to evaluate and update anyone assigned to the dynamic plan.

Answer: B

Explanation:

- * A seniority dynamic calculated plan automatically adjusts based on worker attributes such as length of service.
- * Workday evaluates dynamic calculations daily, ensuring that once an employee reaches their 3-year, 6-year, or other milestone, the plan amount updates automatically without manual intervention.

Why not the others?

- * A. Audit report + Request Compensation Change- Unnecessary; dynamic plans do not require manual updates.
- * B. Schedule Automatic Step Progression- That applies to step progression plans, not dynamic calculated plans.
- * C. Mass Operation Management- Used for bulk updates, but not required here because Workday auto-updates dynamic plans.

References:

Workday Pro Compensation - Dynamic Calculated Plans Guide: Dynamic plans are self-updating based on employee data, recalculated daily.

Workday Community - Dynamic Plan Functionality: Confirms no manual action is needed for anniversary-based increases.

NEW QUESTION # 48

You need to identify employees assigned to bonus plans for which they are not eligible. What report will you use?

- A. Compensation Spreadsheet
- B. Employees Assigned Multiple Bonus Plans
- C. View Rollout Compensation Plan Rollout Process
- **D. Employee Compensation Audit**

Answer: D

Explanation:

- * The Employee Compensation Audit report identifies mismatches, such as employees:
- * Assigned to comp plans for which they are not eligible.
- * Missing comp plans they should have.
- * It is the standard audit tool for verifying eligibility alignment with assigned compensation.

Why not the others?

- * B. Rollout Process report# Tracks rollout actions, not eligibility mismatches.
- * C. Employees Assigned Multiple Bonus Plans# Only checks duplicate plan assignments.
- * D. Compensation Spreadsheet# Used for review/updates, not eligibility audits.

References:

Workday Pro Compensation - Audit Reports: Employee Compensation Audit identifies eligibility issues.

#Final Verified answer: A. Employee Compensation Audit.

NEW QUESTION # 49

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

Answer: A

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 # 50

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

Answer: C

Explanation:

* If you want to restrict employees so they can only submit a single one-time payment per payment event, you must ensure that Multiple One-Time Payments is not enabled in tenant setup.

* When disabled, Workday enforces one 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 # 51

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