

Workday-Pro-Compensation New Braindumps Files | Valid Workday-Pro-Compensation Test Cram



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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">• Operational Reporting: In data systems, operational reporting provides insights into real-time operational activities and current performance details.
Topic 3	<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 4	<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 5	<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.

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Valid Workday-Pro-Compensation Test Cram & Workday-Pro-Compensation Exam Cram Questions

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WorkdayProCompensationExam Sample Questions (Q36-Q41):

NEW QUESTION # 36

A customer requires an additional month to be paid as per the country's legislative requirements. How do you configure this?

- A. Create a percent-based merit plan.
- B. Create a one-time payment plan.
- C. Create an amount-based allowance plan with plan profiles for each month.
- **D. Create a period salary plan with a multiplier of one month.**

Answer: D

Explanation:

- * Some countries (e.g., Italy, Spain) legally require employees to be paid 13 or 14 times per year.
- * Workday supports this by using a Period Salary Plan with a multiplier, which allows additional months, weeks, or days of pay.
- * In this case, to meet the legislation for an extra month, configure the period salary plan with a 1-month multiplier.

Why not the others?

- * A. Amount-based allowance plan# Allowances are supplemental, not designed for legislated base salary multipliers.
- * B. Percent-based merit plan# Merit is performance-based, not a legislative requirement.
- * C. One-time payment plan# One-time payments are ad hoc, not recurring annual extra months.

References:

Workday Pro Compensation - Period Salary Plans: Used for countries with 13th/14th month pay requirements.
Workday Community - Regional Compensation Setup Guides.

NEW QUESTION # 37

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 Set Up Allowance Plan Adjustment task and select Adjust to New Defaults for Employees Using Override.
- **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 Remove Compensation Plan process and rollout the new plan to all eligible workers.

Answer: B

Explanation:

- * The business requirement: Raise the default mobile allowance from \$150 # \$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 # 38

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 determine the employee's eligibility for overtime pay.
- B. To connect the salary amount to payroll earnings.
- C. To calculate which compensation basis is used for reporting.
- **D. To provide guidance when entering pay rates during a transaction.**

Answer: D

Explanation:

* 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 comp 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.

NEW QUESTION # 39

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. Manage Basis Total**
- B. Total Salary & Allowances
- C. Eligible Earnings Override
- D. Total Base Pay

Answer: A

Explanation:

* 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

NEW QUESTION # 40

What is the primary purpose of assigning a Compensation Grade to a Job Profile?

- A. To establish employees' default compensation frequency
- B. To set employees' target compensation amount
- **C. To default the salary or hourly range for employees in that job**
- D. To determine employees' eligibility for bonus plans

Answer: C

Explanation:

- * Assigning a compensation grade to a job profile links that job to a defined pay range (min, midpoint, max).
- * This ensures that whenever employees are hired or promoted into the job profile, Workday defaults the pay range guidance automatically.
- * Managers and HR can then use this information to propose fair and competitive pay.

Why not the others?

- * B. Target compensation amount# Target comp is usually set at the employee or plan level, not the grade.
- * C. Eligibility for bonus plans# Controlled via eligibility rules, not compensation grades.
- * D. Compensation frequency# Determined by plan setup (annual, monthly, hourly), not by grades.

References:

Workday Pro Compensation - Compensation Grades & Profiles: Grades default ranges for jobs, guiding compensation decisions.
Workday Community - Job Profile & Grade Integration.

NEW QUESTION # 41

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