

# Hot Workday-Pro-Compensation Latest Exam Fee Pass Certify | Valid Workday-Pro-Compensation Test Guide: WorkdayProCompensationExam



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

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

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## Workday-Pro-Compensation Test Guide - Online Workday-Pro-Compensation Tests

Workday will provide you with all the Workday Workday-Pro-Compensation exam dumps, practice exams, and other necessary documentation that will help you understand the Workday Workday-Pro-Compensation exam questions and pass the Workday Workday-Pro-Compensation Exam. You will find it easy to adjust to this new thing and get complete support from the Workday Workday-Pro-Compensation exam questions and practice exams for the Workday Workday-Pro-Compensation certification exam.

## WorkdayProCompensationExam Sample Questions (Q33-Q38):

### NEW QUESTION # 33

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

**Answer: D**

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 # 34

You create a new bonus plan to replace an existing bonus plan. How can you easily remove the existing bonus plan from all employees?

- A. Edit the bonus plan with an appropriate effective date and mark the plan as Inactive.
- B. Use the Request Bonus Payment web service to remove employees from the existing plan.
- C. Use the Change Job task to remove employees from the existing plan.
- **D. Use the Remove Compensation Plans from Employees task and select a compensation eligibility rule that identifies employees assigned to the plan.**

**Answer: D**

Explanation:

- \* To retire or replace an existing bonus plan, you need to mass-remove it from all employees currently assigned.
- \* The standard Workday task for this is Remove Compensation Plans from Employees, which allows you to:
- \* Select the compensation plan to remove.
- \* Apply an eligibility rule to identify affected employees.
- \* This is efficient and ensures employees no longer carry the outdated plan.

Why not the others?

- \* A. Mark plan inactive# Prevents new assignments but doesn't remove existing employee assignments.
- \* C. Request Bonus Payment web service# Used for issuing payments, not removing plans.
- \* D. Change Job# Not appropriate for mass plan removal.

References:

Workday Pro Compensation - Compensation Plan Lifecycle Management: Removing old plans requires the Remove Compensation Plans from Employees task.

### NEW QUESTION # 35

A company needs a \$500 monthly car allowance for its sales team, paid as a flat amount. The allowance should only be for

employees in the Sales job family.

How should you configure this allowance plan?

- **A. Create an amount-based allowance plan, specifying \$500 as the amount, monthly frequency. Create an eligibility rule for the Sales job family and assign it to the plan.**
- B. Create a reimbursable allowance plan, specifying \$500 as the reimbursement amount. Create an eligibility rule for the Sales job family and assign it to the plan.
- C. Create a percent-based allowance plan, specifying the percentage of base pay to equal \$500 monthly. Create an eligibility rule for the Sales job family and assign it to the plan.
- D. Create a unit-based allowance plan, specifying the number of units and per-unit amount to total \$500 monthly. Create an eligibility rule for the Sales job family and assign it to the plan.

**Answer: A**

Explanation:

\* The requirement is a flat \$500 monthly allowance for Sales employees.

\* Amount-based allowance plan is the correct choice since it supports fixed, recurring payments in a defined currency and frequency.

\* Adding an eligibility rule ensures only employees in the Sales job family are assigned this allowance.

Why not the others?

\* A. Unit-based allowance plan# Used when pay is based on number of units (e.g., kilometers, credits), not flat amounts.

\* B. Percent-based allowance plan# Tied to % of base pay, not a fixed dollar figure.

\* D. Reimbursable allowance plan# Used for expense reimbursements, not recurring flat compensation.

References:

Workday Pro Compensation Training - Allowance Plan Types: Amount-based plans = recurring fixed amounts.

Workday Community - Allowance Plan Configurations.

### NEW QUESTION # 36

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. Sales Compensation
- D. Total Base Pay

**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 # 37

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

**Answer: A**

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 # 38

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