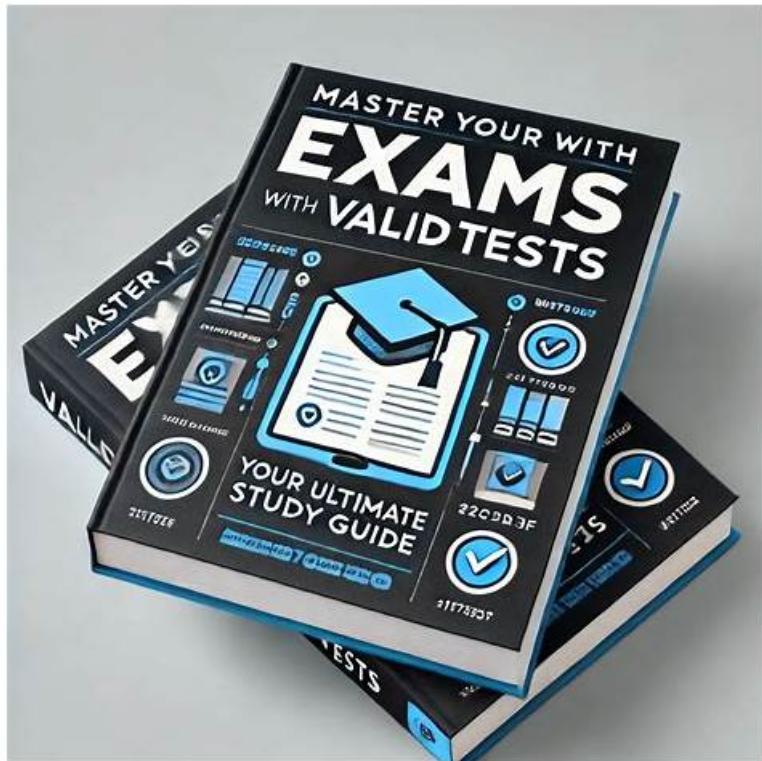# Workday-Pro-Compensation Valid Exam Answers, Workday-Pro-Compensation Exam Torrent

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

Workday-Pro-Compensation Exam Torrent & Workday-Pro-Compensation Valid Exam Duration

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Workday Pro Compensation Exam Sample Questions (Q14-Q19):

NEW QUESTION # 14
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. Use the Request Bonus Payment web service to remove employees from the existing plan.
- B. Edit the bonus plan with an appropriate effective date and mark the plan as Inactive.
- 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 theRemove Compensation Plans from Employees task.

NEW QUESTION # 15
A salary plan uses an eligibility rule that evaluates if pay rate type is salaried.
To minimize data discrepancies, what configuration do you complete next?

- A. Assign the salary plan to job profiles.
- B. Assign pay rate types to job profiles.
- C. Assign a pay rate type to job requisitions.
- D. Modify the eligibility rule to evaluate all job profiles.

Answer: B

Explanation:
* Since the eligibility rule evaluates pay rate type = salaried, you need to ensure every job profile has the correct pay rate type assigned.
* This prevents mismatches where employees may not qualify for the salary plan due to missing or inconsistent data.
Why not the others?
* A. Modify rule to evaluate all job profiles# Broadens scope incorrectly; doesn't ensure data integrity.
* C. Pay rate type on job requisitions# Impacts recruiting, not existing employee eligibility.
* D. Assign salary plan to job profiles# Comes after ensuring the pay rate type is consistently set.
References:

Workday Pro Compensation - Eligibility Rules & Job Profiles:Pay rate type must be assigned consistently at the job profile level. Workday Community - Preventing Data Discrepancies in Eligibility.

NEW QUESTION # 16
You need to identify employees assigned to bonus plans for which they are not eligible.
What report will you use?

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

Answer: A

Explanation:
* TheEmployee Compensation Audit reportidentifies 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 # 17
A customer configured a step-based grade with a progression sequence that uses eligibility rules. The design will progress an employee if the employee does not have a poor performance rating.
Performance is measured from 1 - 5, with selection list 1 being poor performance, and selection list 5 being outstanding performance.
The progression sequence is as follows:
* Step 1 is $25 Hourly
* Step 2 is $30 Hourly
* Step 3 is $35 Hourly
What should the conditional logic be?

- A. Step 1 and Step 2 require condition logic that evaluates if performance review rating is not in the selection list 1.
- B. Step 1, Step 2, and Step 3 require condition logic that evaluates if performance review rating is in the selection list 1.
- C. Step 2 and Step 3 require condition logic that evaluates if performance review rating is not in the selection list 1.
- D. Step 1 and Step 2 require condition logic that evaluates if performance review rating is in the selection list 1.

Answer: C

Explanation:
* The design requires thatemployees only progress if they do NOT have poor performance (rating = 1).
* Thus:
* Step 1= entry, no condition needed.
* Step 2 and Step 3require conditional logic:Performance rating # 1.
* This ensures employees can only progress beyond Step 1 if their performance is above "poor." Why not the others?
* A. All steps require condition logic rating = 1# Would block all progress (wrong condition).
* C. Step 1 and 2 require # 1# Step 1 is the baseline, no condition required.
* D. Step 1 and 2 require rating = 1# Opposite of requirement, would keep poor performers eligible.
References:
Workday Pro Compensation - Step Progression with Conditional Logic:Conditional rules can block progression based on performance criteria.
Workday Community - Step-based Progression Setup.

NEW QUESTION # 18

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

Answer: D

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 # 19

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