

# Workday-Pro-Compensation Certification Materials - Workday-Pro-Compensation Latest Test Pdf



## Workday

Workday-Pro-Compensation Exam

Workday Pro Compensation Exam

Exam Latest Version: 6.0

### DEMO Version

#### Full Version Features:

- 90 Days Free Updates
- 30 Days Money Back Guarantee
- Instant Download Once Purchased
- 24 Hours Live Chat Support

**Full version is available at link below with affordable price.**

<https://www.directcertify.com/workday/workday-pro-compensation>

BONUS!!! Download part of ExamTorrent Workday-Pro-Compensation dumps for free: [https://drive.google.com/open?id=17r657LB8JUxz\\_SXKI0cnRV3LDpnrXC5g](https://drive.google.com/open?id=17r657LB8JUxz_SXKI0cnRV3LDpnrXC5g)

From the experience of our former customers, you can finish practicing all the contents in our Workday-Pro-Compensation training materials within 20 to 30 hours, which is enough for you to pass the Workday-Pro-Compensation exam as well as get the related certification. That is to say, you can pass the Workday-Pro-Compensation Exam as well as getting the related certification only with the minimum of time and efforts under the guidance of our Workday-Pro-Compensation training materials. And the pass rate of our Workday-Pro-Compensation learning guide is as high as more than 98%.

### 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>• 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 3 | <ul style="list-style-type: none"> <li>• <b>Operational Reporting:</b> In data systems, operational reporting provides insights into real-time operational activities and current performance details.</li> </ul>   |
| Topic 4 | <ul style="list-style-type: none"> <li>• <b>Configurable Security:</b> 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>• <b>Workday Human Capital Management:</b> 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>          |

>> **Workday-Pro-Compensation Certification Materials** <<

## **Workday-Pro-Compensation Latest Test Pdf, Free Workday-Pro-Compensation Practice Exams**

The price of our Workday-Pro-Compensation learning guide is among the range which you can afford and after you use our Workday-Pro-Compensation study materials you will certainly feel that the value of the Workday-Pro-Compensation exam questions far exceed the amount of the money you pay for the pass rate of our practice quiz is 98% to 100% which is unmatched in the market. Choosing our Workday-Pro-Compensation Study Guide equals choosing the success and the perfect service.

### **WorkdayProCompensationExam Sample Questions (Q21-Q26):**

#### **NEW QUESTION # 21**

For the past four years, your company offered employees a \$3,000 annual housing allowance plan. The company wants to increase this plan to \$3,500 annually and make sure the existing employees on the plan get the new amount granted to them. How would you make this change so that new and existing employees receive the new amount?

- **A. Run the Set Up Allowance Plan Adjustment task to change the amount and indicate that you want to adjust to new defaults for the employees.**
- B. Create a new housing allowance plan for the new amount and add it to the compensation package.
- C. Edit the allowance plan with the new effective date and change the Plan Amount.
- D. Use the Request Compensation Change process for the existing employees to edit the allowance plan to reflect the new amount.

**Answer: A**

Explanation:

- \* To increase the housing allowance plan from \$3,000 # \$3,500 and update both new and existing employees:
- \* Use Set Up Allowance Plan Adjustment with option Adjust to New Defaults.
- \* This updates all employees on the plan to the new standard amount while ensuring future hires also default to the updated value. Why not the others?
- \* A. Create a new plan # Creates unnecessary duplication, complicating reporting.
- \* B. Edit the allowance plan directly # Updates default for future, but not current employees.
- \* D. Request Compensation Change per employee # Manual, time-consuming, not scalable.

References:

Workday Pro Compensation - Allowance Plan Adjustments: "Adjust to New Defaults" is the method to update current assignments.

#### **NEW QUESTION # 22**

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

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

**Answer: C**

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 # 23

Refer to the following scenario to answer the question below.

A company has several configurable compensation bases established in their system:

- \* Total Cost (India): Qualifies Indian employees and includes all salary plans, period salary plans, allowance plans, bonus plans, and retirement savings plans; only 50% of their total compensation can be used toward their salary plan.
- \* Total Compensation Non-Sales: Qualifies all full-time employees not in sales and includes all salary plans, allowance plans, bonus plans, and calculated plans.
- \* Total Compensation Sales: Qualifies all full-time sales employees and includes all salary plans, allowance plans, and commission plans.
- \* Total Pay (Mexico): Qualifies Mexican employees and includes all salary plans, period salary plans, and allowance plans.
- \* Salary and Seniority: Qualifies all employees and includes all salary plans and the specific seniority calculated plan.

The configurable compensation bases have the following ranking:

- \* 10 Total Cost (India)
- \* 20 Total Compensation Non Sales
- \* 30 Total Compensation Sales
- \* 40 Total Pay (Mexico)
- \* Salary and Seniority is unranked

You must ensure Indian employees keep their salary plans at 50% of their total amount. What should you configure on the Total Cost (India) Compensation Basis?

- A. Only include compensation plans. Remove retirement plans.
- B. Move the compensation basis ranking to 50.
- C. Select the Manage Basis Total checkbox and enter a salary plans maximum of 50.
- D. Create and assign a fixed compensation basis.

**Answer: C**

Explanation:

- \* For Total Cost (India), the requirement is that only 50% of total comp should be allocated towards salary plans.
- \* This is achieved by using the Manage Basis Total option, where you can set maximum percentages for specific plan types (e.g., Salary = 50%).
- \* This ensures salary stays capped at half of total, regardless of other components.

Why not the others?

- \* A. Fixed compensation basis# Doesn't handle percentage capping.
- \* B. Remove retirement plans# Irrelevant; retirement can stay, the key is controlling salary %.
- \* D. Change ranking to 50# Ranking only determines basis priority, not limits.

References:

Workday Pro Compensation - Configurable Compensation Basis: Manage Basis Total allows control over contribution % for plan categories.

Workday Community - India Compensation Setup Example.

#Final Verified answer: C. Manage Basis Total with 50% salary maximum.

### NEW QUESTION # 24

You are creating a compensation package.  
What can you add to the compensation package?

- **A. One-time payment plan**
- B. Calculated plan
- C. Future payment plan
- D. Retirement plan

**Answer: A**

Explanation:

\* A compensation package is a grouping of multiple compensation plans (salary, allowances, one-time payments, bonuses, etc.).  
\* Workday allows you to bundle one-time payment plans into a package (e.g., relocation bonus, signing bonus).

Why not the others?

\* A. Retirement plan# Benefits plans are not part of comp packages.  
\* C. Calculated plan# Standalone, not typically added to comp packages.  
\* D. Future payment plan# Not a Workday plan type.

References:

Workday Pro Compensation - Compensation Package Setup: Lists allowable plan types (salary, allowance, one-time payment).  
Workday Community - Offer Package Setup.

### NEW QUESTION # 25

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

**Answer: C**

Explanation:

\* The design requires that employees only progress if they do NOT have poor performance (rating = 1).

\* Thus:

\* Step 1 = entry, no condition needed.

\* Step 2 and Step 3 require 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 # 26

.....

ExamTorrent owns the most popular reputation in this field by providing not only the best ever Workday-Pro-Compensation study guide but also the most efficient customers' servers. We can lead you the best and the fastest way to reach for the Workday-Pro-Compensation certification and achieve your desired higher salary. Our Workday-Pro-Compensation Exam Preparation can

