# Workday-Pro-Compensation考試重點 - Workday-Pro-Compensation在線題庫
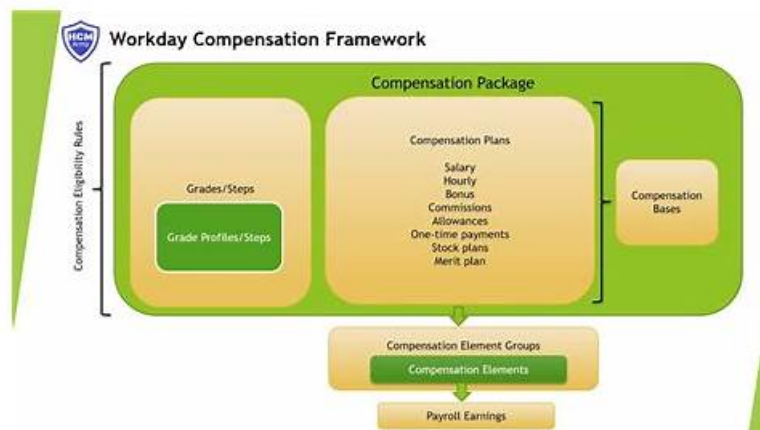


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## Workday Workday-Pro-Compensation 考試大綱：

| 主題 | 簡介 |
|---|---|
| 主題 1 | • Operational Reporting: In data systems, operational reporting provides insights into real-time operational activities and current performance details. |
| 主題 2 | • 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. |
| 主題 3 | • Compensation Management: Compensation management refers to the HR discipline focused on ensuring fair and balanced administration of employee rewards and recognition programs. |
| 主題 4 | • 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. |
| 主題 5 | • 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. |

>> Workday-Pro-Compensation考試重點 <<

## Workday-Pro-Compensation在線題庫 - Workday-Pro-Compensation證照考試

通過 Workday的Workday-Pro-Compensation的考試認證不僅僅是驗證你的技能，但也證明你的專業知識和你的證書，你的老闆沒有白白雇傭你，目前的IT行業需要一個可靠的 Workday的Workday-Pro-Compensation的考試的來

源，KaoGuTi是個很好的選擇，Workday-Pro-Compensation的考試縮短在最短的時間內，這樣不會浪費你的錢和精力。還會讓你又一個美好的前程。

# 最新的 Human Capital Management Workday-Pro-Compensation 免費考試真題 (Q32-Q37):

**問題 #32**

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. Use the Request Compensation Change process for the existing employees to edit the allowance plan to reflect the new amount.
- B. Create a new housing allowance plan for the new amount and add it to the compensation package.
- C. 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.
- D. Edit the allowance plan with the new effective date and change the Plan Amount.

**答案：C**

解題說明：

* 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.

**問題 #33**

Refer to the following scenario to answer the question below.

A company pays its employees a monthly allowance. Plan targets are dependent on plan profile eligibility rules. There are 100 different types of plan profiles, each with a specific target amount for the eligible population. Sample plan profile eligibility criteria include:
* Job Family = Human Resources $50 USD
* Job Family = Sales $70 USD
* Job Family and Country = Human Resources / Australia $78 AUD
* Job Family and Country = Sales / Australia $110 AUD
The HR administrator has made some changes to the Sales job family. The job family now contains the job profile Sales Analyst.
When accessing the Employee Compensation Audit report, what column will highlight the allowance plan for the Sales Analyst?

- A. Assigned Ineligible Compensation Components
- B. This plan won't appear on the report
- C. Assigned Eligible Compensation Components
- D. Unassigned Eligible Compensation Components

**答案：D**

解題說明：

* The Employee Compensation Audit Report highlights mismatches between eligibility rules and actual assignments.
* Since Sales Analyst is part of Sales job family but eligibility rules may not yet reflect this new job profile, the allowance plan appears under Unassigned Eligible Compensation Components# meaning the employee is eligible but has not yet been assigned the component.
Why not the others?
* A. Won't appear# It will appear, because Sales job family has a profile.
* B. Assigned Eligible Compensation Components# Only if already assigned.
* D. Assigned Ineligible Compensation Components# Not correct, because Sales Analyst job profile makes them eligible.
References:

Workday Pro Compensation - Audit Reporting:Explains difference betweenAssigned Eligible,Unassigned Eligible, andAssigned Ineligible.
Workday Community - Compensation Audit Report Usage.

**問題 #34**
How do you configure a salary plan to prorate an employee's scheduled hours?

- A. Apply FTE%
- B. Exclude from Merit
- C. Eligibility Rules
- D. Compensation Element

**答案：A**

解題說明：
When configuring asalary plan, you can choose whether the plan amount should automatically adjust for part- time employees based onFTE% (Full-Time Equivalent percentage).
* Apply FTE%ensures that the salary plan prorates according to scheduled hours vs. full-time hours.
* Example: If an employee works 50% FTE, a $60,000 annual salary plan will automatically adjust to
$30,000.
Why not the others?
* B. Compensation Element- Elements link plans to payroll but do not control proration.
* C. Eligibility Rules- Define who is eligible, not how amounts are prorated.
* D. Exclude from Merit- Used in merit review processes, unrelated to proration.
References:
Workday Pro Compensation Training:Salary plans have a checkbox "Apply FTE%" to prorate salaries based on work schedule.
Workday Community - Salary Plan Configuration:Confirms FTE% is the method for automatic proration.

**問題 #35**
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 have a full-time support analyst who works in Mexico City. What compensation basis will be this employee's primary compensation basis?

- A. Total Compensation Non-Sales
- B. Total Compensation Sales
- C. Total Pay (Mexico)
- D. Salary and Seniority

**答案：C**

解題說明：
* The employee is afull-time support analyst in Mexico City.
* The relevant bases are:
* Total Pay (Mexico)# For Mexican employees.

* Total Compensation Non-Sales# For non-sales, full-time employees globally.
* Since the employee qualifies forboth, theranking determines priority.
* Ranking:
* (10) India
* (20) Non-Sales
* (30) Sales
* (40) Mexico
* Normally, thelowest ranking number (highest priority)applies. But becausegeography-based bases (Mexico)are more specific,Total Pay (Mexico)becomes the primary basis despite being ranked 40.
Why not the others?
* B. Salary and Seniority# Unranked, only applies when no ranked basis fits.
* C. Sales# Not a sales role.
* D. Non-Sales# Qualified, but Mexico-specific basis takes precedence.
References:
Workday Pro Compensation - Basis Ranking Rules:Geographic-specific bases override general ones if employee qualifies.
Workday Community - Configurable Compensation Basis Prioritization.

## 問題 #36
Where can you configure a guideline warning for a Compensation Package?

- A. On the segment range
- B. On the compa-ratio
- C. On the position in range
- D. On the primary compensation basis pay range

**答案：D**

解題說明：
* Guideline warningsin Workday Compensation are configured at theprimary compensation basis pay rangelevel.
* These warnings alert HR/Managers if an entered amount isoutside the allowed range or guideline thresholds(e.g., 90%-110% of midpoint).
* They act as soft controls for ensuring compliance with comp policy.
Why not the others?
* A. Position in range# This is a calculation, not a configuration point.
* B. Compa-ratio# A metric comparing pay to midpoint; doesn't hold guideline warnings.
* D. Segment range# Related to segment-based ranges in variable comp, not base pay packages.
References:
Workday Pro Compensation - Compensation Basis & Pay Range Setup:Guideline warnings configured at compensation basis.
Workday Community - Pay Range Guidelines Configuration.

## 問題 #37
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