

New Workday-Pro-Compensation Exam Vce - Instant Workday-Pro-Compensation Download



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Workday Workday-Pro-Compensation Exam Syllabus Topics:

Topic	Details
Topic 1	<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 2	<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 3	<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 4	<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 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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All Workday-Pro-Compensation online tests begin somewhere, and that is what the Workday-Pro-Compensation training guide will do for you: create a foundation to build on. Study guides are essentially a detailed Workday-Pro-Compensation training guide and are great introductions to new Workday-Pro-Compensation training guide as you advance. The content is always relevant, and compound again to make you pass your Workday-Pro-Compensation exams on the first attempt.

WorkdayProCompensationExam Sample Questions (Q21-Q26):

NEW QUESTION # 21

You need to create a car allowance plan. In order for your compensation plan to be paid by payroll, you determine you need to create a compensation element. What task do you use to set up the compensation element?

- A. Maintain Compensation Element Groups
- **B. Maintain Compensation Elements**
- C. Map Compensation Elements to Payroll Earnings
- D. Edit Tenant Setup HCM

Answer: B

Explanation:

When setting up a car allowance plan (or any allowance/compensation plan in Workday), you must ensure that it is tied to payroll through the correct compensation element.

Here's the breakdown of the options:

* Maintain Compensation Elements#

* This task is where you create, configure, and manage compensation elements.

* Every compensation plan (like salary, allowance, bonus) must be associated with a compensation element, which then links to payroll earnings for processing.

* For a car allowance, you would create a new compensation element (type = allowance) so that payroll can recognize and pay it.

* Maintain Compensation Element Groups

* This is used to group multiple compensation elements together for easier administration, reporting, or eligibility rules.

* It does not create the element itself, so it's not the right task here.

* Map Compensation Elements to Payroll Earnings

* This step is necessary after the element exists, to map the element to the correct payroll earning code (so payroll knows how to pay it).

* However, you can't map something that hasn't been created yet.

* Edit Tenant Setup HCM

* This is a higher-level tenant configuration task for broad HCM settings (security, defaults, integrations, etc.).

* It is not used for creating compensation elements.

The correct first step to create a car allowance compensation plan that can be processed by payroll is to use the task Maintain Compensation Elements.

References (Workday Pro Compensation knowledge & training):

* Workday Pro Compensation Training: Compensation elements are the foundation for linking plans to payroll. The "Maintain Compensation Elements" task is where new elements are created.

* Workday Community - Compensation Element Setup Guide: Clarifies the difference between creating (Maintain Compensation Elements), grouping (Maintain Compensation Element Groups), and mapping (Map Compensation Elements to Payroll Earnings).

* Workday Payroll & Compensation Integration Documentation: Requires elements to be defined before they can be mapped to earnings.

NEW QUESTION # 22

You are creating a compensation eligibility rule. The entry you are making in the Source External Field or Condition Rule column is displaying all valid fields and eligibility rules.

How can you exclude other condition rules?

- **A. Enter the prefix "field:" first before your entry.**

- B. Enter your search in all capital letters.
- C. Enclose your entry in brackets.
- D. Place an asterisk before your entry.

Answer: A

Explanation:

- * In eligibility rule setup, the Source External Field or Condition Rule column shows both fields and condition rules.
- * To restrict your entry to fields only, Workday requires the prefix field:.
- * Example: entering field:Worker Type ensures only fields appear, excluding other condition rules.

Why not the others?

- * B. Brackets# Not a recognized syntax.
- * C. All caps# Doesn't change filtering behavior.
- * D. Asterisk# Used for wildcard searches, not filtering.

References:

Workday Pro Compensation - Eligibility Rule Building Guide: Syntax uses prefixes such as field: to filter available options.

Workday Community - Condition Rule Entry Best Practices.

NEW QUESTION # 23

You have a seniority dynamic calculated plan to increase the amount of the plan every three years of an employee's employment. An employee reaches their sixth anniversary. What do you need to do to make sure this employee's plan updates with the new amount?

- A. You need to set up the Schedule Automatic Step Progression task so Workday is on schedule to process the calculation on the anniversary and change the amount for the employee.
- B. You need to schedule a Mass Operation Management task to evaluate and update anyone assigned to the dynamic plan.
- **C. You do not need to do anything. Workday will check daily and automatically change the amount for the employee.**
- D. You need to create a custom audit report to identify employees who reach their anniversary, and then submit a Request Compensation Change to run the calculation and update the amount for the employee.

Answer: C

Explanation:

- * A seniority dynamic calculated plan automatically adjusts based on worker attributes such as length of service.
- * Workday evaluates dynamic calculations daily, ensuring that once an employee reaches their 3-year, 6-year, or other milestone, the plan amount updates automatically without manual intervention.

Why not the others?

- * A. Audit report + Request Compensation Change- Unnecessary; dynamic plans do not require manual updates.
- * B. Schedule Automatic Step Progression- That applies to step progression plans, not dynamic calculated plans.
- * C. Mass Operation Management- Used for bulk updates, but not required here because Workday auto-updates dynamic plans.

References:

Workday Pro Compensation - Dynamic Calculated Plans Guide: Dynamic plans are self-updating based on employee data, recalculated daily.

Workday Community - Dynamic Plan Functionality: Confirms no manual action is needed for anniversary-based increases.

NEW QUESTION # 24

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 Pay (Mexico)**
- C. Total Compensation Sales
- D. Salary and Seniority

Answer: B

Explanation:

* The employee is a full-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 for both, the ranking determines priority.

* Ranking:

* (10) India

* (20) Non-Sales

* (30) Sales

* (40) Mexico

* Normally, the lowest ranking number (highest priority) applies. But because geography-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.

NEW QUESTION # 25

When using the Set Up Allowance Plan Adjustment task to update an allowance plan amount, you must ensure employees Managed by Basis Total (MBT) will have no change to their primary compensation basis after their allowance plan amount is updated and instead will reallocate all other compensation in the MBT calculation.

How can you ensure this happens?

- **A. Select Retain Basis Total for MBT Employees on the Set Up Allowance Plan Adjustment task.**
- B. Select Adjust to New Defaults on the Set Up Allowance Plan Adjustment task.
- C. Clear the Retain Basis Total checkbox on the employee's primary compensation basis.
- D. Clear the Manage Basis Total checkbox on the employee's primary compensation basis.

Answer: A

Explanation:

* Employees managed by Manage Basis Total (MBT) require their primary compensation basis total to remain unchanged when allowance plan adjustments are made.

* By selecting Retain Basis Total for MBT Employees, Workday keeps the overall basis constant and reallocates other plans in the MBT calculation instead of increasing the total.

Why not the others?

* A. Clear MBT checkbox # Would remove MBT management completely.

* C. Clear Retain Basis Total # Opposite of required behavior.

* D. Adjust to New Defaults # Updates values, but doesn't enforce retention of MBT total.

References:

Workday Pro Compensation - MBT Handling in Allowance Adjustments.

Workday Community - Retain Basis Total Option.

NEW QUESTION # 26

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