

Pass Guaranteed Quiz Updated Workday - Workday-Pro-Compensation New Learning Materials

Workday HCM Core PRO TEST 2023-2024 WITH CORRECT ANSWERS GUARANTEED PASS

True or False? Search lets you use partial searches and abbreviations. - ANSWER-
True

What is the name and location of the icon you select when acting on or making changes to an object? - ANSWER-Related Actions, next to or below the object

What is the name of the report that displays Workday-delivered reports?
A. Workday Standard Reports B. Workday Delivered Reports C. Workday Customer Reports D. All Custom Report - ANSWER-A. Workday Standard Reports

What is the primary organizational structure within Workday HCM? - ANSWER-
Supervisory

True or False? Security and business processes apply across applications and impact all Workday solutions. - ANSWER-True

What is the foundation of all jobs and positions in Workday? A. Job Profile B. Position C. Job D. Job Family - ANSWER-A. Job Profile

True or False? You can configure business process steps to route to security groups in order to complete a transaction. - ANSWER-True

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In this knowledge-dominated world, the combination of the knowledge and the practical working competences has been paid high attention to is extremely important. If you want to improve your practical abilities you can attend the certificate examination. Our Workday-Pro-Compensation exam questions are compiled by experts and approved by authorized personnel and boost varied function so that you can learn Workday-Pro-Compensation Test Torrent conveniently and efficiently. Our passing rate is 98%-100% and there is little possibility for you to fail in the exam. But if you are unfortunately to fail in the exam we will refund you in full immediately.

Workday Workday-Pro-Compensation Exam Syllabus Topics:

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

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WorkdayProCompensationExam Sample Questions (Q39-Q44):

NEW QUESTION # 39

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

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

Answer: B

Explanation:

When configuring a salary plan, you can choose whether the plan amount should automatically adjust for part-time employees based on FTE% (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.

NEW QUESTION # 40

A mobile allowance plan has an amount of \$150 per month. The new amount will be \$200 for those employees using the plan. Employees using an override amount will keep their current difference.

How will you update the plan target and maintain current differences?

- A. Use the Remove Compensation Plan process and rollout the new plan to all eligible workers.
- **B. Use the Set Up Allowance Plan Adjustment task and select Adjust to New Defaults for Employees Using Override.**

- C. Change the allowance plan amounts and rollout the plan to all eligible workers.
- **D. Use the Set Up Allowance Plan Adjustment task and select Adjust by Same Amounts for Employees Using Override.**

Answer: D

Explanation:

- * The business requirement: Raise the default mobile allowance from \$150 to \$200, but keep employees with override amounts at their current difference.
- * Using Set Up Allowance Plan Adjustment with the option Adjust by Same Amounts for Employees Using Override ensures that:
- * The default is increased by \$50.
- * Employees with overrides will also receive a \$50 adjustment (preserving their override difference).

Why not the others?

- * B. Change plan amounts & rollout# Would overwrite override amounts, losing differences.
- * C. Remove and rollout new plan# Unnecessary and disruptive.
- * D. Adjust to New Defaults# Would reset overrides to default, eliminating differences.

References:

Workday Pro Compensation - Allowance Plan Adjustments: Adjust by same amount option maintains override differences.

Workday Community - Managing Plan Adjustments.

NEW QUESTION # 41

A company's employees based in Italy get paid 13 times in the year compared to the rest of the employees. What base pay plan supports additional months, weeks, or days of pay?

- **A. Period salary plan**
- B. Hourly plan
- C. Unit salary plan
- D. Salary plan

Answer: A

Explanation:

- * A Period Salary Plan in Workday supports paying employees more than 12 times per year (e.g., 13 or 14 payments for regions like Italy or Spain).
- * This allows payroll to spread annual salary across the correct number of pay periods.

Why not the others?

- * A. Unit salary plan- Pays based on units (like per credit hour for faculty), not extra months.
- * B. Hourly plan- Pays by worked hours, not relevant to salaried employees.
- * D. Salary plan- Standard salary plan assumes 12 months and does not support extra pay periods.

References:

Workday Pro Compensation - Salary Plans Overview: Period salary plans are designed for geographies with >12 pay cycles per year.

Workday Community - Global Compensation Setup: Confirms Italy's 13-month pay is supported via Period Salary Plan.

NEW QUESTION # 42

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. Total Base Pay
- **B. Management Compensation**
- C. Sales Compensation
- D. International Compensation

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 # 43

You need to identify employees assigned to bonus plans for which they are not eligible.

What report will you use?

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

Answer: B

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 # 44

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