

Quiz 2026 Workday High Pass-Rate Workday-Pro-Compensation: New WorkdayProCompensationExam Exam Pattern



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Are you an exam jittering? Are you like a cat on hot bricks before your driving test? Do you have put a test anxiety disorder? If your answer is yes, we think that it is high time for you to use our Workday-Pro-Compensation exam question. Our Workday-Pro-Compensation study materials have confidence to help you Pass Workday-Pro-Compensation Exam successfully and get related certification that you long for. The Workday-Pro-Compensation guide torrent from our company must be a good choice for you, and then we will help you understand our Workday-Pro-Compensation test questions in detail.

Workday Workday-Pro-Compensation Exam Syllabus Topics:

Topic	Details
Topic 1	<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 2	<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 3	<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 4	<ul style="list-style-type: none"> Operational Reporting: In data systems, operational reporting provides insights into real-time operational activities and current performance details.

- Compensation Management: Compensation management refers to the HR discipline focused on ensuring fair and balanced administration of employee rewards and recognition programs.

>> New Workday-Pro-Compensation Exam Pattern <<

Workday-Pro-Compensation Latest Exam Answers - Workday-Pro-Compensation Pass Guide

Questions of WorkdayProCompensationExam desktop practice exam software are similar to the actual Workday-Pro-Compensation exam questions. This gives you a genuine feeling of being in an Workday-Pro-Compensation exam atmosphere. This feature helps you become familiar with the Workday-Pro-Compensation real test format and improves your ability to do well on the actual Workday-Pro-Compensation exam.

WorkdayProCompensationExam Sample Questions (Q56-Q61):

NEW QUESTION # 56

A recruiter is proposing compensation for a candidate during the offer stage. The recruiter would like to change the value of the home internet allowance from \$50 AUD to \$100 AUD, but they are unable to.

Why is the recruiter unable to change the amount?

- A. The allowance plan is not included in the compensation package.
- **B. The allowance plan has the No Override checkbox selected.**
- C. The candidate is eligible for more than one compensation package.
- D. The candidate is not eligible for a plan profile.

Answer: B

Explanation:

* If the recruiter cannot change the allowance amount (e.g., from \$50 AUD # \$100 AUD), the most likely reason is that the allowance plan is configured with No Override selected.

* No Override prevents users from modifying the default plan amounts during transactions.

Why not the others?

* A. Plan not in package# If missing, it wouldn't appear at all, not appear but be locked.

* B. Eligible for more than one package# Doesn't prevent changing amounts.

* C. Not eligible for profile# Would prevent plan assignment, not lock override fields.

References:

Workday Pro Compensation - Allowance Plan Configuration: No Override restricts modifications to plan amounts.

NEW QUESTION # 57

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. Employees Assigned Multiple Bonus Plans
- **D. Employee Compensation Audit**

Answer: D

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 # 58

After creating a new allowance plan, how can you assign the plan to all eligible employees?

- A. Run the Compensation Plan Assignment Audit report to identify employees eligible for the plan and enter via Request Compensation Changes.
- B. Use the Employee Compensation Plans - Allowance report to identify eligible employees and enter via Change Job events.
- C. Use the Rollout Compensation Plans to Employees task and select the Eligibility Rule that identifies your eligible population.
- D. Use the View Compensation Plan Rollout Process task to assign eligible employees to the plan.

Answer: C

Explanation:

* After creating a new allowance plan, you must assign it to all employees who qualify.

* The Rollout Compensation Plans to Employees task is the standard Workday process that mass-assigns plans to all workers who meet the eligibility rules.

* This ensures both current and future eligible employees receive the plan automatically.

Why not the others?

* B. View Compensation Plan Rollout Process# Monitoring tool, not an assignment process.

* C. Compensation Plan Assignment Audit# Audit/reporting only, does not assign.

* D. Employee Compensation Plans - Allowance report# Reporting only; still requires manual actions.

References:

Workday Pro Compensation - Rollout Compensation Plans Process: Ensures eligible employees are assigned plans in bulk.

NEW QUESTION # 59

A customer has several one-time payment plans within a tenant. They want to ensure that during a payment event a single one-time payment is submitted.

How should this be configured?

- A. Use a rule-based business process definition
- B. Do not enable Multiple One-Time Payments within the Edit Tenant Setup - HCM > Compensation
- C. Enable Multiple One-Time Payments within the Edit Tenant Setup - HCM > Compensation
- D. Segment security to the Domain: One Time Payment

Answer: B

Explanation:

* If you want to restrict employees so they can only submit a single one-time payment per payment event, you must ensure that Multiple One-Time Payments is not enabled in tenant setup.

* When disabled, Workday enforces one plan per effective date/reason.

Why not the others?

* A. Segment security# Controls data access, not number of payments allowed.

* B. Rule-based BP# Governs approvals/workflow, not structural system behavior.

* C. Enable Multiple One-Time Payments# Would allow multiple entries (opposite of requirement).

References:

Workday Pro Compensation - Tenant Setup for One-Time Payments.

NEW QUESTION # 60

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

Answer: B

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 # 61

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