Latest Workday Workday-Pro-Compensation Real Test & Workday-Pro-Compensation Mock Exam

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PRACTICE REAL EXAM 400 QUESTIONS
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D A+

Greg plays trombone in his school band during football games. During a rally song in the stands one day, Greg annoys one of the opposing team's fans, who grabs his $400 trombone and hurls it down the bleachers, completely destroying it. Greg's insurance pays him $400 to replace the trombone, but then the opposing team's coach also offers to replace the instrument, at whatever the cost. So Greg orders a new $3,200 trombone and has the opposing team's athletic department absorb the cost. Which principle has Greg violated? - ANSWER- The Principle of Indemnity

The fee paid by the insured in exchange for an insurance policy is called a: - ANSWER- Premium

Which of the following best describes a Fraternal Benefit Society? - ANSWER-
A. A fraternal benefit society is a for-profit provider of insurance.

B. A fraternal benefit society is a social organization based around common interests and beliefs.

C. A fraternal benefit society uses investors' money to pay claims.

One more thing to give you an idea about the top features of WorkdayProCompensationExam (Workday-Pro-Compensation) exam questions before purchasing, the ActualCollection are offering free Workday Workday-Pro-Compensation Exam Questions demo download facility. This facility is being offered in all three Workday Workday-Pro-Compensation exam practice question formats.

Workday Workday-Pro-Compensation Exam Syllabus Topics:

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

>> **Latest Workday Workday-Pro-Compensation Real Test** <<

Quiz 2026 Workday-Pro-Compensation: WorkdayProCompensationExam – Professional Latest Real Test

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WorkdayProCompensationExam Sample Questions (Q38-Q43):

NEW QUESTION # 38
You need to identify employees assigned to bonus plans for which they are not eligible.
What report will you use?

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

Answer: A

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 # 39
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 2 and Step 3 require condition logic that evaluates if performance review rating is not 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 1, Step 2, and Step 3 require condition logic that evaluates if performance review rating is 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: A

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 # 40
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. Unit salary plan
- C. Hourly 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 # 41
What is the advantage of using default compensation for requisition compensation?

- A. Every applicant hired using the same job requisition receives consistent compensation values.
- B. Default compensation enables the establishment of compensation guidelines, plans, and plan amounts on a position.
- C. You can view the eligible plans when proposing compensation using the By Compensation Package and Rule or By Compensation Rule options.

- D. Every employee who hires into that position receives the same compensation values.

Answer: A

Explanation:
* Default compensation for requisition compensationensures thatall hires from a requisition default to the same plan amounts/rates, supporting consistency in offers.
* This prevents discrepancies between candidates applying for the same role and requisition.
Why not the others?
* A. Guidelines on a position# Position compensation is separate from requisition compensation.
* C. Every employee in position receives same compensation# Controlled by position defaults, not requisition.
* D. Eligible plans view# That's determined bycompensation package setup, not requisition defaults.
References:
Workday Pro Compensation - Requisition Compensation Defaults:Ensures consistency of compensation values for all hires through the requisition.
Workday Community - Recruiting Compensation Configuration.

NEW QUESTION # 42
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 Sales
- B. Salary and Seniority
- C. Total Pay (Mexico)
- D. Total Compensation Non-Sales

Answer: C

Explanation:
* 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.

NEW QUESTION # 43
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