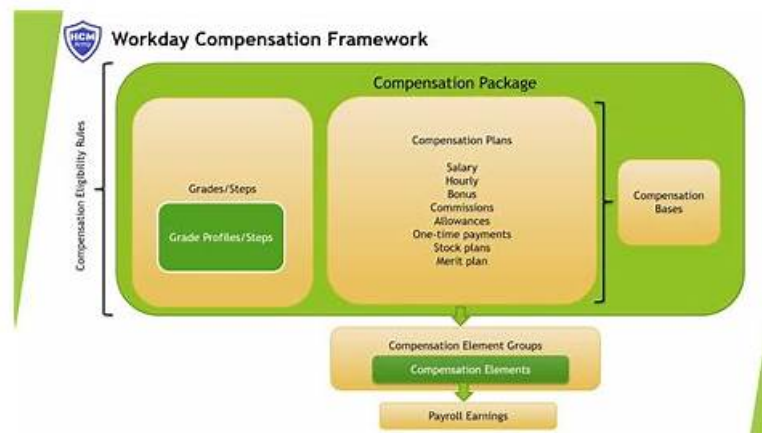


Workday-Pro-Compensation Übungsmaterialien & Workday-Pro-Compensation realer Test & Workday-Pro-Compensation Testvorbereitung



Wollen Sie, ein ITe, durch den Erfolg zu IT-Zertifizierungsprüfungen Ihre Fähigkeit beweisen? Und heute besitzen immer mehr Ihre Freuden und Kommilitonen die IT-Zertifizierungen. Und in diesem Fall können Sie weniger Chancen haben, wenn Sie keine Zertifizierung haben. Und haben Sie sich entschieden, welche Prüfung abzulegen? Wie sind Workday Prüfungen? Oder Workday Workday-Pro-Compensation Zertifizierungsprüfung? Workday Workday-Pro-Compensation Zertifizierungsprüfung ist wertvoll und hilft Ihnen unbedingt, Ihren Wunsch zu erreichen.

Workday Workday-Pro-Compensation Prüfungsplan:

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

>> Workday-Pro-Compensation Fragenkatalog <<

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WorkdayProCompensationExam Workday-Pro-Compensation Prüfungsfragen mit Lösungen (Q33-Q38):

33. Frage

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

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

Antwort: C

Begründung:

- * 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.

34. Frage

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

Antwort: B

Begründung:

- * 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.

35. Frage

Refer to the following scenario to answer the question below.

An employee who works in Mexico City has a grade profile assigned to them with the following setup:

- * Grade: 7

- * Base Pay Elements: Base Pay, 13th Month
- * Eligibility Rules: Location - Mexico City
- * Currency: MXN
- * Frequency: Annual
- Total Base Pay
- * Minimum: 700,000 MXN (40,961 USD)
- * Maximum: 1,800,000 MXN (105,328 USD)
- * Midpoint: 1,250,000 MXN (73,145 USD)

You need to include a family allowance in Mexico employees' total base pay. How will you achieve this?

- A. Create a compensation element group with the family allowance. The compensation element group is not assigned to the grade, but is used for reporting purposes.
- **B. Update the Base Pay Elements field on the Mexico grade profiles to include the family allowance compensation element.**
- C. Create a custom compensation basis for Mexico employees and include all salary plans, period salary plans, and the family allowance plan.
- D. Use the Put Eligible Earnings Override EIB to include the family allowance amount.

Antwort: B

Begründung:

- * Base Pay Elements on a grade profile determine which compensation plans/elements are included in Total Base Pay.
- * In this scenario, Mexico employees already have Base Pay + 13th Month included. To ensure Family Allowance is also counted as part of total base pay, you must add the family allowance element directly in the Base Pay Elements field of the Mexico grade profile.
- * This way, when Workday calculates total base pay, it aggregates all specified components.

Why not the others?

- * B. Create custom compensation basis# Useful for reporting/eligibility but not tied to grade profile definitions of total base pay.
- * C. Put Eligible Earnings Override EIB# This is a data load tool, not a configuration solution.
- * D. Compensation element group# Groups are for reporting or eligibility, but they don't define which plans contribute to total base pay.

References:

Workday Pro Compensation - Compensation Grades Guide: Base Pay Elements define what counts toward total base pay.

Workday Community - Grade Profile Configuration: Adding allowance elements ensures they roll into base pay calculations.

#Final Verified answer: A. Update the Base Pay Elements field on the Mexico grade profiles to include

36. Frage

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

Antwort: D

Begründung:

- * 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.

37. Frage

Your company would like to automatically increase pay after 12 months of employment, but only after 400 hours worked. What configuration will achieve this on compensation steps?

- A. Set a duration of 12 months.
- **B. Set a duration of 12 months and a step progression rule that counts the number of hours worked.**
- C. Set a progression rule that counts the number of hours worked.
- D. Select the "Assign first step during compensation proposal" checkbox and set a progression rule that counts 12 months.

Antwort: B

Begründung:

In Workday Compensation, step progression is controlled through a combination of duration (time-based eligibility) and progression rules (additional conditions, like hours worked or performance).

Here's how the scenario breaks down:

- * Requirement 1 - 12 months of employment
 - * Workday supports step duration, where you can specify that an employee must remain at a step for a defined period before being eligible for the next step.
 - * Setting a duration of 12 months ensures that the employee only becomes eligible for a step increase after completing a year in the role.
 - * Requirement 2 - 400 hours worked
 - * Workday allows you to configure step progression rules that evaluate conditions beyond time, such as hours worked, performance ratings, or other calculated fields tied to the worker.
 - * A progression rule counting the number of hours worked ensures that the pay increase is not triggered until the employee meets the required 400 hours.
 - * Why not the other options?
 - * A. Assign first step during compensation proposal + 12 months rule - This would only apply the first step, but it doesn't enforce the "400 hours worked" requirement.
 - * B. Hours worked only - This ignores the requirement of 12 months of employment.
 - * C. Duration of 12 months only - This ignores the requirement of 400 hours worked.
- Thus, only D (duration + step progression rule) satisfies both conditions simultaneously.
- References (from Workday Pro Compensation knowledge & learning resources):
- * Workday Compensation - Step Progression Configuration: Duration enforces time-in-step, while progression rules allow conditions such as hours worked or performance-based eligibility.
 - * Workday Pro Training Materials (Compensation module): Step increase rules require combining duration with eligibility/progression conditions for multi-criteria automation.
 - * Workday Community - Compensation Step Progression Guide: Confirms that when multiple criteria must be met (e.g., tenure and hours worked), they must be configured in both the duration setting and the progression rule logic.

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Workday-Pro-Compensation Vorbereitungsfragen: <https://de.fast2test.com/Workday-Pro-Compensation-premium-file.html>

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