

Workday-Pro-Compensation Zertifizierungsantworten - Workday-Pro-Compensation Testking

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.

Reference (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.

Question 2. (Single Select)

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: Unit salary plan
- B: Hourly plan
- C: Period salary plan
- D: Salary plan

Correct Answer: C

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).

<https://www.directcertify.com/workday/workday-pro-compensation>

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

>> Workday-Pro-Compensation Zertifizierungsantworten <<

Workday-Pro-Compensation Testking, Workday-Pro-Compensation Zertifizierungsprüfung

ZertPrüfung setzt sich aus den riesigen IT-Eliteteams zusammen. Sie alle haben hohe Autorität im IT-Bereich. Sie nutzen professionelle Kenntnisse und Erfahrungen aus, um den an den Workday Workday-Pro-Compensation Zertifizierungsprüfungen beteiligten Kandidaten die Prüfungsunterlagen zu bieten. Die Genauigkeit von Workday Workday-Pro-Compensation Fragen Und Antworten aus ZertPrüfung ist sehr hoch. Wir versprechen, dass Sie die Prüfung beim ersten Versuch 100% bestehen können. Außerdem stehen wir Ihnen einen einjährigen Update-Service zur Verfügung.

WorkdayProCompensationExam Workday-Pro-Compensation Prüfungsfragen mit Lösungen (Q24-Q29):

24. Frage

You must make a change to an employee's salary without changing other worker details.
What task will you use to make the ad hoc change?

- A. Request One-Time Payment
- B. Transfer, Promote or Change Job
- C. Request Compensation Change
- D. Request Grade Change

Antwort: C

Begründung:

* The task Request Compensation Change is specifically for updating salary or allowances without affecting other worker details (position, job, location).

* This allows an ad hoc adjustment to salary while leaving the rest of the worker's profile unchanged.

Why not the others?

* A. Transfer/Promote/Change Job# Used when job details (title, location, org) change, not just pay.

* C. Request Grade Change# Alters grade, not salary directly.

* D. Request One-Time Payment# Temporary, ad hoc payments, not ongoing salary.

References:

Workday Pro Compensation - Compensation Changes Guide: Salary adjustments without job changes use Request Compensation Change.

25. Frage

A salary plan uses an eligibility rule that evaluates if pay rate type is salaried.
To minimize data discrepancies, what configuration do you complete next?

- A. Assign the salary plan to job profiles.
- B. Assign a pay rate type to job requisitions.
- **C. Assign pay rate types to job profiles.**
- D. Modify the eligibility rule to evaluate all job profiles.

Antwort: C

Begründung:

- * Since the eligibility rule evaluates pay rate type = salaried, you need to ensure every job profile has the correct pay rate type assigned.
- * This prevents mismatches where employees may not qualify for the salary plan due to missing or inconsistent data.

Why not the others?

- * A. Modify rule to evaluate all job profiles# Broadens scope incorrectly; doesn't ensure data integrity.
- * C. Pay rate type on job requisitions# Impacts recruiting, not existing employee eligibility.
- * D. Assign salary plan to job profiles# Comes after ensuring the pay rate type is consistently set.

References:

Workday Pro Compensation - Eligibility Rules & Job Profiles: Pay rate type must be assigned consistently at the job profile level.
Workday Community - Preventing Data Discrepancies in Eligibility.

26. 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. Use the Put Eligible Earnings Override EIB to include the family allowance amount.
- B. Create a custom compensation basis for Mexico employees and include all salary plans, period salary plans, and the family allowance plan.
- **C. Update the Base Pay Elements field on the Mexico grade profiles to include the family allowance compensation element.**
- D. 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.

Antwort: C

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

27. Frage

What is the advantage of using default compensation for requisition compensation?

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

Antwort: C

Begründung:

* Default compensation for requisition compensation ensures that all 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 by compensation 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.

28. Frage

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

Antwort: B

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.

29. Frage

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Wenn Sie noch viel wertvolle Zeit und Energie für die Vorbereitung der Workday Workday-Pro-Compensation Zertifizierungsprüfung benutzen und nicht wissen, wie man mühslos und effizient die Workday Workday-Pro-Compensation Zertifizierungsprüfung bestehen kann, bieten jetzt ZertPruefung Ihnen eine effektive Methode, um die Workday Workday-Pro-Compensation Zertifizierungsprüfung zu bestehen. Mit ZertPruefung würden Sie bessere Resultate bei weniger Einsatz erzielen.

Workday-Pro-Compensation Testking: https://www.zertpruefung.ch/Workday-Pro-Compensation_exam.html

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