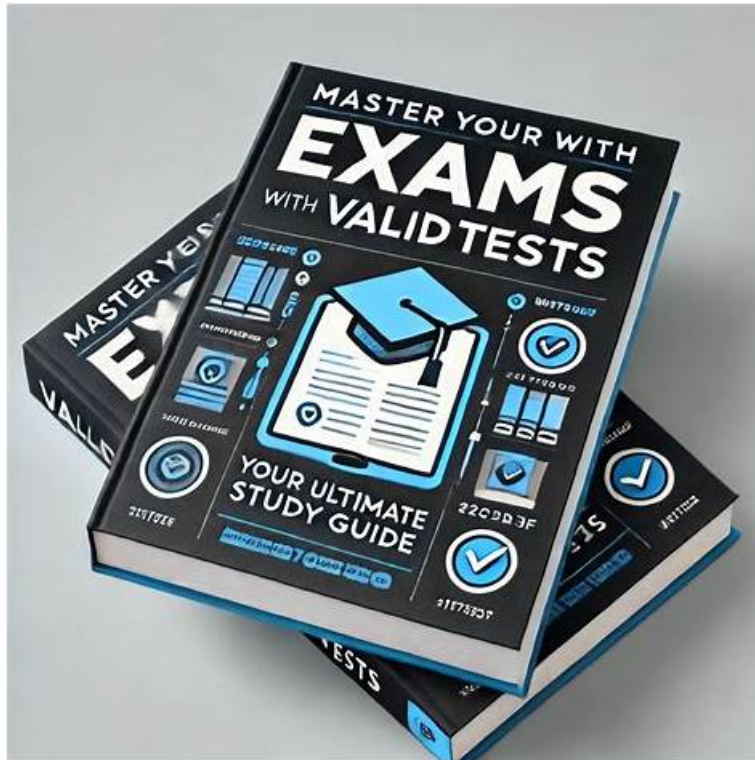


# Workday-Pro-Compensation Exam Practice, Valid Workday-Pro-Compensation Test Guide



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## Workday Workday-Pro-Compensation Exam Syllabus Topics:

Topic	Details
Topic 1	<ul style="list-style-type: none"><li>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.</li></ul>
Topic 2	<ul style="list-style-type: none"><li>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.</li></ul>
Topic 3	<ul style="list-style-type: none"><li>Operational Reporting: In data systems, operational reporting provides insights into real-time operational activities and current performance details.</li></ul>
Topic 4	<ul style="list-style-type: none"><li>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.</li></ul>
Topic 5	<ul style="list-style-type: none"><li>Compensation Management: Compensation management refers to the HR discipline focused on ensuring fair and balanced administration of employee rewards and recognition programs.</li></ul>

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### WorkdayProCompensationExam Sample Questions (Q18-Q23):

#### NEW QUESTION # 18

You added a signing bonus during the Offer event, but the signing bonus did not carry forward into the Hire event. What is missing from your configuration?

- A. You must add Request One-Time Payment as a subprocess of the Hire business process.
- B. The Request One-Time business process security policy must include the Initiator for the Review action.
- C. You must include the Signing Bonus one-time payment in the Compensation Package.
- D. The Request One-Time Payment business process needs to include an approval step.

**Answer: A**

Explanation:

- \* In Workday, one-time payments (like signing bonuses) must flow from Offer # Hire to remain consistent.
- \* If the signing bonus added during Offer doesn't carry into Hire, it means the Hire business process is missing the Request One-Time Payment subprocess.
- \* Adding it ensures that any one-time payments from the offer are automatically included in the hire event.
- Why not the others?
- \* A. Include in package# Package inclusion allows proposal but doesn't ensure carry-forward into Hire.
- \* B. Add approval step# Workflow step won't fix missing subprocess link.
- \* D. Update security policy# Security won't solve missing subprocess configuration.

References:

Workday Pro Compensation - Offer & Hire Integration: One-time payments carry into hire only if Request One-Time Payment is a subprocess.

#### NEW QUESTION # 19

Refer to the following scenario to answer the question below.

An allowance plan has a default value of \$100 USD. The plan has three profiles:

- \* \$110 CAD - all Toronto employees are eligible
- \* €80 EUR - all Paris employees are eligible
- \* \$120 AUD - all Sydney employees are eligible

You want to give employees in Dublin, Ireland €90 EUR in the allowance. How can you ensure that employees in Ireland receive the correct localized amount during hire without affecting the rate for employees hired in the US?

- A. Use the Set Up Allowance Plan Adjustment task and select the No Override checkbox.
- B. Use the Edit Allowance Plan task and add a €90 EUR plan profile for Ireland.
- C. Use the Request Compensation Change business process and update the amount to €90 EUR.
- D. Use the Set Up Allowance Plan Adjustment task and update the plan default value to €90 EUR.

**Answer: B**

Explanation:

- \* The correct way to give Dublin employees €90 is to add a new plan profile specific to Ireland.

\* Profiles localize allowance values by country/region, ensuring correct defaults without disrupting global defaults.

Why not the others?

\* B. Request Compensation Change# Manual, per employee, not scalable.

\* C. Set Up Allowance Plan Adjustment - No Override# Adjustment applies to default, not region- specific.

\* D. Update plan default value# Would wrongly affect US and all other non-profile employees.

References:

Workday Pro Compensation - Allowance Plan Profiles:Profiles localize compensation by currency/location.

Workday Community - Setting Profiles in Allowance Plans.

### NEW QUESTION # 20

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

**Answer: B**

Explanation:

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.

### NEW QUESTION # 21

What is the primary purpose of assigning a Compensation Grade to a Job Profile?

- **A. To default the salary or hourly range for employees in that job**
- B. To set employees' target compensation amount
- C. To determine employees' eligibility for bonus plans
- D. To establish employees' default compensation frequency

**Answer: A**

Explanation:

- \* Assigning a compensation grade to a job profile links that job to a defined pay range (min, midpoint, max).
  - \* This ensures that whenever employees are hired or promoted into the job profile, Workday defaults the pay range guidance automatically.
  - \* Managers and HR can then use this information to propose fair and competitive pay.
- Why not the others?

- \* B. Target compensation amount# Target comp is usually set at the employee or plan level, not the grade.
- \* C. Eligibility for bonus plans# Controlled via eligibility rules, not compensation grades.
- \* D. Compensation frequency# Determined by plan setup (annual, monthly, hourly), not by grades.

References:

Workday Pro Compensation - Compensation Grades & Profiles: Grades default ranges for jobs, guiding compensation decisions.  
 Workday Community - Job Profile & Grade Integration.

## NEW QUESTION # 22

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 Pay (Mexico)**
- B. Salary and Seniority
- C. Total Compensation Non-Sales
- D. Total Compensation Sales

**Answer: A**

Explanation:

- \* 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.

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