

Wir machen Workday-Pro-Compensation leichter zu bestehen!



Wenn Sie die Workday Workday-Pro-Compensation Zertifizierungsprüfung bestehen, können Sie bestimmt größere Errungenschaften im Berufsleben erzielen. Wenn Sie Fast2test wählen, können wir Ihnen sicherlich Freude wegen des Bestehens der Workday Workday-Pro-Compensation Zertifizierungsprüfung mitbringen. Kaufen Sie Prüfungsfragen und Antworten von Fast2test, können wir Ihnen garantieren, dass Sie die Workday Workday-Pro-Compensation Zertifizierungsprüfung 100% bestehen können. Zugleich werden Sie auch einjährige Aktualisierung kostenlos genießen.

Workday Workday-Pro-Compensation Prüfungsplan:

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

Wenn Sie einige unserer Prüfungsfrage und Antworten für Workday Workday-Pro-Compensation Zertifizierungsprüfung versucht haben, dann können Sie eine Wahl darüber treffen, Fast2test zu kaufen oder nicht. Wir werden Ihnen mit 100% Bequemlichkeit und Garantie bieten. Denken Sie bitte daran, dass nur Fast2test Ihnen zum Bestehen der Workday Workday-Pro-Compensation Zertifizierungsprüfung verhelfen kann.

WorkdayProCompensationExam Workday-Pro-Compensation Prüfungsfragen mit Lösungen (Q42-Q47):

42. Frage

You created a new one-time payment plan and enabled employees to request payments for themselves. While testing, you notice that an existing custom validation for the Request One-Time Payment process also applies to the Request One-Time Payment for Self process.

How can you ensure these validations do not run for employees requesting one-time payments for themselves?

- A. Use Maintain Custom Validations and add new validations that should apply only for employees requesting one-time payments for themselves.
- B. Remove Employee as Self from the Worker Data: Request One-Time Payment security domain.
- **C. Use Maintain Custom Validations and use One Time Payment Event for Self field to exclude these types of events.**
- D. Use Configure Options Fields for Request One Time Payment for Self to exclude the fields that are triggering the validations.

Antwort: C

Begründung:

* Maintain Custom Validations allows you to refine which events validations apply to.

* Workday distinguishes between Request One-Time Payment(manager/HR initiated) and Request One- Time Payment for Self(employee initiated).

* By using the One Time Payment Event for Self field, you can exclude self-service events from being validated by the existing custom validations.

Why not the others?

* B. Add new validations# Would duplicate rules rather than exclude them.

* C. Remove Employee as Self from security domain# Would block employees from submitting requests, not exclude validations.

* D. Configure Options Fields# Controls fields displayed, not validation logic.

References:

Workday Pro Compensation - Custom Validations Guide: Validations can be scoped to specific business processes, including "for self" variants.

Workday Community - One-Time Payment Event for Self Validation Handling.

43. Frage

A company is in the process of introducing pay ranges for specific job profiles to ensure fair and competitive compensation, which are implemented as compensation grades in Workday. What role do compensation grades fulfill within the Workday compensation framework?

- **A. To provide guidance when entering pay rates during a transaction.**
- B. To determine the employee's eligibility for overtime pay.
- C. To connect the salary amount to payroll earnings.
- D. To calculate which compensation basis is used for reporting.

Antwort: A

Begründung:

* Compensation grades in Workday define pay ranges(minimum, midpoint, maximum) for job profiles.

* Their purpose is guidance during compensation transactions (hire, promotion, merit increase, etc.), ensuring pay is competitive and

consistent.

* They do not enforce payroll mapping or overtime eligibility directly but help managers and HR align salary offers to market ranges.

Why not the others?

* B. Connect salary to payroll# That is done by compensation elements, not grades.

* C. Overtime eligibility# Determined by work hours & worker type, not grades.

* D. Compensation basis for reporting# Controlled by comp basis setup, not grades.

References:

Workday Pro Compensation Training - Compensation Grades: Defines grades as "guidelines for pay ranges used during compensation transactions." Workday Community - Compensation Grades Overview.

44. Frage

A consultant is configuring plan eligibility using organizational membership and job family as the two qualifying factors (inclusive). Five employees meet the job family criteria and 50 employees meet the organization criteria. Rules must be executed at optimal performance.

How does this requirement impact the design of the rule?

- A. The consultant will remove the job family criterion.
- B. Eligibility is sequenced automatically.
- **C. Organizational membership will precede job family.**
- D. Job family will precede organizational membership.

Antwort: C

Begründung:

* In Workday, eligibility rules are optimized by sequencing broader population filters first, followed by narrower ones.

* Here:

* Organization = 50 employees

* Job family = 5 employees

* To ensure performance optimization, the system should first filter by organizational membership (50), then apply job family (5).

* This reduces the number of workers Workday needs to evaluate at the second step.

Why not the others?

* B. Eligibility sequenced automatically# Not entirely true; sequencing can be configured for optimization.

* C. Remove job family# Would ignore requirements.

* D. Job family precedes organization# Less efficient, because it would start from 5 but miss optimal evaluation across 50 employees.

References:

Workday Pro Compensation - Eligibility Rule Performance Best Practices: Sequence broader criteria first (org membership) for efficiency.

Workday Community - Rule Design Guidance.

45. Frage

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 not in the selection list 1.
- C. Step 1 and Step 2 require condition logic that evaluates if performance review rating is in the selection list 1.
- D. Step 1, Step 2, and Step 3 require condition logic that evaluates if performance review rating is in the selection list 1.

Antwort: A

Begründung:

- * 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.

46. Frage

You have a seniority dynamic calculated plan to increase the amount of the plan every three years of an employee's employment. An employee reaches their sixth anniversary. What do you need to do to make sure this employee's plan updates with the new amount?

- A. You need to set up the Schedule Automatic Step Progression task so Workday is on schedule to process the calculation on the anniversary and change the amount for the employee.
- B. You need to create a custom audit report to identify employees who reach their anniversary, and then submit a Request Compensation Change to run the calculation and update the amount for the employee.
- **C. You do not need to do anything. Workday will check daily and automatically change the amount for the employee.**
- D. You need to schedule a Mass Operation Management task to evaluate and update anyone assigned to the dynamic plan.

Antwort: C

Begründung:

- * A seniority dynamic calculated plan automatically adjusts based on worker attributes such as length of service.
- * Workday evaluates dynamic calculations daily, ensuring that once an employee reaches their 3-year, 6-year, or other milestone, the plan amount updates automatically without manual intervention.

Why not the others?

- * A. Audit report + Request Compensation Change- Unnecessary; dynamic plans do not require manual updates.
- * B. Schedule Automatic Step Progression- That applies to step progression plans, not dynamic calculated plans.
- * C. Mass Operation Management- Used for bulk updates, but not required here because Workday auto-updates dynamic plans.

References:

Workday Pro Compensation - Dynamic Calculated Plans Guide: Dynamic plans are self-updating based on employee data, recalculated daily.

Workday Community - Dynamic Plan Functionality: Confirms no manual action is needed for anniversary-based increases.

47. Frage

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Machen Sie sich noch Sorge darum, dass Sie keine echten und zuversichtlichen Schulungsunterlagen zur Workday Workday-Pro-Compensation Zertifizierungsprüfung finden können? Schulungsunterlagen zur Workday Workday-Pro-Compensation Zertifizierungsprüfung aus Fast2test sind von den erfahrenen IT-Experten zusammengeschlossen, sie sind kombiniert von Fragen und Antworten, daher sind sie nicht vergleichbar. Ihre Genauigkeit ist auch zweifellos. Wählen Sie Fast2test, dann wählen Sie Erfolg.

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

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