

# Workday-Pro-Compensation Simulationsfragen, Workday-Pro-Compensation Zertifizierungsantworten



Wegen der Beliebtheit der Workday Workday-Pro-Compensation Zertifizierungsprüfung haben viele Leute an der Workday Workday-Pro-Compensation Zertifizierungsprüfung teilgenommen. Sie können ganz unbesorgt die Fragen und Antworten zur Workday Workday-Pro-Compensation Zertifizierungsprüfung von It-Pruefung benutzen, die Ihnen helfen, die Workday Workday-Pro-Compensation Prüfung ganz einfach zu bestehen, und Ihnen auch viele Bequemlichkeiten bringen. Es ist allen bekannt, dass It-Pruefung eine spezielle Website ist, die Fragen und Antworten zur Workday Workday-Pro-Compensation Zertifizierungsprüfung bietet.

Die Schulungsunterlagen zur Workday Workday-Pro-Compensation Zertifizierungsprüfung von unserem It-Pruefung gelten für alle IT-Zertifizierungsprüfungen, ihre Anwendbarkeit kann jeden IT-Bereich erreichen. Die Schulungsunterlagen zur Workday Workday-Pro-Compensation Zertifizierungsprüfung aus It-Pruefung werden von den erfahrenen Experten durch ständige Praxis und Forschung bearbeitet, daher ist ihre Autorität zweifellos. Wir werden Ihnen eine volle Rückerstattung bedingungslos geben, entweder die gekauften Produkte Qualitätsproblem haben, oder Sie die Workday Workday-Pro-Compensation Prüfung nicht bestehen.

>> **Workday-Pro-Compensation Simulationsfragen** <<

## **WorkdayProCompensationExam cexamkiller Praxis Dumps & Workday-Pro-Compensation Test Training Überprüfungen**

Die Workday Workday-Pro-Compensation Dumps von It-Pruefung können Ihnen helfen, diese Prüfung sehr einfach zu bestehen. Außerdem, wenn Sie zum ersten Mal die Workday Workday-Pro-Compensation Prüfung teilnehmen, können Sie diese Dumps von Software-Version benutzen, weil es ist eine Software, die für Sie die Inhalte und die Forme der aktuellen Prüfung simulieren. Sie können sich die aktuelle Prüfung zuvor fühlen. Danach können Sie sich nicht nervös fühlen bei der aktuellen Prüfung. Sie können auch sehr sorglos an dieser Workday Workday-Pro-Compensation Prüfung teilnehmen. Und es ist auch wichtig für Sie, Ihr normales Niveau in der Workday-Pro-Compensation Prüfung zu entfalten.

### **Workday Workday-Pro-Compensation Prüfungsplan:**

Thema	Einzelheiten
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Thema 1	<ul style="list-style-type: none"> <li>• <b>Workday Human Capital Management:</b> 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>
Thema 2	<ul style="list-style-type: none"> <li>• <b>Compensation Management:</b> Compensation management refers to the HR discipline focused on ensuring fair and balanced administration of employee rewards and recognition programs.</li> </ul>
Thema 3	<ul style="list-style-type: none"> <li>• <b>Business Process Management (BPM):</b> Business process management (BPM) involves using different approaches to identify, design, analyze, evaluate, refine, and automate business processes for better efficiency.</li> </ul>
Thema 4	<ul style="list-style-type: none"> <li>• <b>Operational Reporting:</b> In data systems, operational reporting provides insights into real-time operational activities and current performance details.</li> </ul>
Thema 5	<ul style="list-style-type: none"> <li>• <b>Configurable Security:</b> 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>

## Workday Pro Compensation Exam Workday-Pro-Compensation Prüfungsfragen mit Lösungen (Q28-Q33):

### 28. Frage

What does the Gross Up checkbox on the one-time payment plan indicate?

- A. You want Workday to require a compensation partner to manually update the gross up amount when requesting a one-time payment.
- B. You want Workday to show the taxes to the user when requesting a one-time payment.
- **C. You want Workday to automatically adjust the one-time payment so the employee receives the full amount after taxes.**
- D. You want Workday to apply taxes on the one-time payment.

**Antwort: C**

Begründung:

\* Gross Up= Adjusting a payment so that after tax deductions, the employee takes home the intended net amount.

\* Example: If you want an employee to net \$1,000, and taxes are 20%, Workday will calculate and issue

~\$1,250 gross so the employee keeps \$1,000 after taxes.

Why not the others?

\* A. Show taxes to user# Not what Gross Up does.

\* B. Manual update required# Gross up is automated, not manual.

\* C. Apply taxes normally# Workday already applies taxes; gross up goes further by adjusting amounts.

References:

Workday Pro Compensation - One-Time Payment Plan Setup:Gross Up ensures net payment equals requested amount.

Workday Community - Gross Up Functionality.

### 29. Frage

What report allows you to view each worker's compensation details including total base pay, compensation package, and compa-ratio, for one or more organizations that you manage or support, and optionally their subordinates?

- **A. Compensation Spreadsheet**
- B. Total Rewards
- C. Employee Compensation Audit
- D. Employee Compensation Details by Job Profile

**Antwort: A**

Begründung:

\* The Compensation Spreadsheet report provides a detailed view of:

- \* Worker's total base pay.
- \* Assigned compensation package.
- \* Compa-ratio (position in range).
- \* Can be scoped by organizations and includes subordinates if required.

Why not the others?

- \* A. Total Rewards# Worker-facing summary report, not detailed comp admin view.
- \* B. Employee Compensation Details by Job Profile# Focused on jobs, not individual worker comp breakdown.
- \* D. Employee Compensation Audit# Audit mismatches, not full comp detail.

References:

Workday Pro Compensation - Reports Overview: Compensation Spreadsheet = detailed comp report by org.

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

**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 the 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.

### 31. Frage

Refer to the following scenario to answer the question below.

A company pays its employees a monthly allowance. Plan targets are dependent on plan profile eligibility rules. There are 100 different types of plan profiles, each with a specific target amount for the eligible population. Sample plan profile eligibility criteria include:

- \* Job Family = Human Resources \$50 USD
- \* Job Family = Sales \$70 USD
- \* Job Family and Country = Human Resources / Australia \$78 AUD

\* Job Family and Country = Sales / Australia \$110 AUD

One of the compensation administrators has made changes to the eligibility rule for the Sales and Australian plan profile, removing Sales employees. What impact will changing this eligibility rule have?

- A. All Australian employees will automatically be enrolled in the plan.
- B. Sales employees will automatically be removed from the plan.
- C. A system error will persist.
- **D. Any Australian employee will have an allowance automatically added during a job change and Sales employees will have their allowance automatically removed during a job change.**

**Antwort: D**

Begründung:

\* If the eligibility rule for Sales / Australia profile is changed to remove "Sales," then all Australian employees (regardless of job family) become eligible.

\* As a result:

\* Any Australian employee moving roles will be assigned the allowance.

\* Sales employees will no longer qualify, so their allowances are automatically removed during compensation/job changes.

Why not the others?

\* A. Sales removed immediately# Removal only happens at a transaction/job change evaluation.

\* C. All Australians automatically enrolled# Not automatic, triggered during job/comp events.

\* D. System error# Not how Workday handles eligibility changes.

References:

Workday Pro Compensation - Allowance Plan Eligibility Rules: Eligibility changes are enforced during transactions (hire, job change, comp change).

Workday Community - Compensation Profiles and Eligibility Handling.

### 32. Frage

You create a new bonus plan to replace an existing bonus plan.

How can you easily remove the existing bonus plan from all employees?

- A. Use the Change Job task to remove employees from the existing plan.
- B. Edit the bonus plan with an appropriate effective date and mark the plan as Inactive.
- C. Use the Request Bonus Payment web service to remove employees from the existing plan.
- **D. Use the Remove Compensation Plans from Employees task and select a compensation eligibility rule that identifies employees assigned to the plan.**

**Antwort: D**

Begründung:

\* To retire or replace an existing bonus plan, you need to mass-remove it from all employees currently assigned.

\* The standard Workday task for this is Remove Compensation Plans from Employees, which allows you to:

\* Select the compensation plan to remove.

\* Apply an eligibility rule to identify affected employees.

\* This is efficient and ensures employees no longer carry the outdated plan.

Why not the others?

\* A. Mark plan inactive# Prevents new assignments but doesn't remove existing employee assignments.

\* C. Request Bonus Payment web service# Used for issuing payments, not removing plans.

\* D. Change Job# Not appropriate for mass plan removal.

References:

Workday Pro Compensation - Compensation Plan Lifecycle Management: Removing old plans requires the Remove Compensation Plans from Employees task.

### 33. Frage

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Bereiten Sie jetzt auf Workday Workday-Pro-Compensation Prüfung? Wenn ja, sind Sie sicherlich ein Mensch mit Ambition. Wir It-Prüfung bemühen uns darum, den Menschen wie Ihnen zu helfen, Ihr Ziel zu erreichen. Die Simulierte-Prüfungssoftware der Workday Workday-Pro-Compensation von uns enthält große Menge von Prüfungsaufgaben. Wenn Sie unsere Produkte gekauft

haben, können Sie noch einjährige kostenlose Aktualisierung der Workday Workday-Pro-Compensation genießen. Benutzen Sie unsere Software! Dann gibt es gar kein Problem bei des Bestehens der Workday Workday-Pro-Compensation Prüfung!

**Workday-Pro-Compensation Zertifizierungsantworten:** <https://www.it-pruefung.com/Workday-Pro-Compensation.html>

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