

Most Valuable Workday Workday-Pro-Compensation Dumps-Best Preparation Material



During the prolonged review, many exam candidates feel wondering attention is hard to focus. But our Workday-Pro-Compensation real exam is high efficient which can pass the Workday-Pro-Compensation exam during a week. To prevent you from promiscuous state, we arranged our Workday-Pro-Compensation Learning Materials with clear parts of knowledge. Besides, without prolonged reparation you can pass the Workday-Pro-Compensation exam within a week long. Everyone's life course is irrevocable, so missing the opportunity of this time will be a pity.

Workday Workday-Pro-Compensation Exam Syllabus Topics:

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

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Mac, and Windows. Because this is a browser-based Workday-Pro-Compensation Practice Test, there is no need for installation.

WorkdayProCompensationExam Sample Questions (Q21-Q26):

NEW QUESTION # 21

When using the Set Up Allowance Plan Adjustment task to update an allowance plan amount, you must ensure employees Managed by Basis Total (MBT) will have no change to their primary compensation basis after their allowance plan amount is updated and instead will reallocate all other compensation in the MBT calculation.

How can you ensure this happens?

- A. Select Retain Basis Total for MBT Employees on the Set Up Allowance Plan Adjustment task.
- B. Select Adjust to New Defaults on the Set Up Allowance Plan Adjustment task.
- C. Clear the Manage Basis Total checkbox on the employee's primary compensation basis.
- D. Clear the Retain Basis Total checkbox on the employee's primary compensation basis.

Answer: A

Explanation:

* Employees managed by Manage Basis Total (MBT) require their primary compensation basis total to remain unchanged when allowance plan adjustments are made.

* By selecting Retain Basis Total for MBT Employees, Workday keeps the overall basis constant and reallocates other plans in the MBT calculation instead of increasing the total.

Why not the others?

* A. Clear MBT checkbox# Would remove MBT management completely.

* C. Clear Retain Basis Total# Opposite of required behavior.

* D. Adjust to New Defaults# Updates values, but doesn't enforce retention of MBT total.

References:

Workday Pro Compensation - MBT Handling in Allowance Adjustments.

Workday Community - Retain Basis Total Option.

NEW QUESTION # 22

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

Answer: A

Explanation:

* 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

NEW QUESTION # 23

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

When you hire an employee in Dublin, Ireland, what amount does Workday default?

- A. €80 EUR
- B. \$0 USD
- C. €0 EUR
- **D. \$100 USD**

Answer: D

Explanation:

- * The allowance plan has a default = \$100 USD, plus profiles for Toronto, Paris, Sydney.
- * Dublin (Ireland) does not have a profile yet, so Workday defaults to the plan default value.
- * Since the default is \$100 USD, that is the value assigned at hire.

Why not the others?

- * A. €0 EUR# No such rule; Workday always uses defaults when profiles are missing.
- * C. €80 EUR# That's Paris profile, not Dublin.
- * D. \$0 USD# Incorrect because the plan default is not zero but \$100.

References:

Workday Pro Compensation - Allowance Plan Defaults vs Profiles:If no profile exists for location, the default value applies.

Workday Community - Compensation Plan Defaulting Rules.

NEW QUESTION # 24

After creating a new allowance plan, how can you assign the plan to all eligible employees?

- A. Run the Compensation Plan Assignment Audit report to identify employees eligible for the plan and enter via Request Compensation Changes.
- B. Use the View Compensation Plan Rollout Process task to assign eligible employees to the plan.
- **C. Use the Rollout Compensation Plans to Employees task and select the Eligibility Rule that identifies your eligible population.**
- D. Use the Employee Compensation Plans - Allowance report to identify eligible employees and enter via Change Job events.

Answer: C

Explanation:

- * After creating a new allowance plan, you must assign it to all employees who qualify.
- * The Rollout Compensation Plans to Employees task is the standard Workday process that mass-assigns plans to all workers who meet the eligibility rules.
- * This ensures both current and future eligible employees receive the plan automatically.

Why not the others?

- * B. View Compensation Plan Rollout Process# Monitoring tool, not an assignment process.
- * C. Compensation Plan Assignment Audit# Audit/reporting only, does not assign.
- * D. Employee Compensation Plans - Allowance report# Reporting only; still requires manual actions.

References:

Workday Pro Compensation - Rollout Compensation Plans Process: Ensures eligible employees are assigned plans in bulk.

NEW QUESTION # 25

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

Answer: C

Explanation:

* 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.

NEW QUESTION # 26

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