

Valid Workday-Pro-Compensation Test Practice | Workday-Pro-Compensation Learning Materials



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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">• Operational Reporting: In data systems, operational reporting provides insights into real-time operational activities and current performance details.
Topic 3	<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 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">• 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.

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Exam4Free also offers Workday Workday-Pro-Compensation desktop practice exam software which is accessible without any internet connection after the verification of the required license. This software is very beneficial for all those applicants who want to prepare in a scenario which is similar to the WorkdayProCompensationExam real examination.

WorkdayProCompensationExam Sample Questions (Q39-Q44):

NEW QUESTION # 39

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

- A. Use the Employee Compensation Plans - Allowance report to identify eligible employees and enter via Change Job events.
- B. Use the Rollout Compensation Plans to Employees task and select the Eligibility Rule that identifies your eligible

population.

- C. Run the Compensation Plan Assignment Audit report to identify employees eligible for the plan and enter via Request Compensation Changes.
- D. Use the View Compensation Plan Rollout Process task to assign eligible employees to the plan.

Answer: B

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 # 40

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

Answer: B

Explanation:

- * 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.

NEW QUESTION # 41

You need to create a car allowance plan. In order for your compensation plan to be paid by payroll, you determine you need to create a compensation element. What task do you use to set up the compensation element?

- A. Maintain Compensation Element Groups
- **B. Maintain Compensation Elements**
- C. Map Compensation Elements to Payroll Earnings
- D. Edit Tenant Setup HCM

Answer: B

Explanation:

When setting up a car allowance plan (or any allowance/compensation plan in Workday), you must ensure that it is tied to payroll through the correct compensation element.

Here's the breakdown of the options:

- * Maintain Compensation Elements#

- * This task is where you create, configure, and manage compensation elements.
 - * Every compensation plan (like salary, allowance, bonus) must be associated with a compensation element, which then links to payroll earnings for processing.
 - * For a car allowance, you would create a new compensation element (type = allowance) so that payroll can recognize and pay it.
 - * Maintain Compensation Element Groups
 - * This is used to group multiple compensation elements together for easier administration, reporting, or eligibility rules.
 - * It does not create the element itself, so it's not the right task here.
 - * Map Compensation Elements to Payroll Earnings
 - * This step is necessary after the element exists, to map the element to the correct payroll earning code (so payroll knows how to pay it).
 - * However, you can't map something that hasn't been created yet.
 - * Edit Tenant Setup HCM
 - * This is a higher-level tenant configuration task for broad HCM settings (security, defaults, integrations, etc.).
 - * It is not used for creating compensation elements.
- # The correct first step to create a car allowance compensation plan that can be processed by payroll is to use the task Maintain Compensation Elements.
- References (Workday Pro Compensation knowledge & training):
- * Workday Pro Compensation Training: Compensation elements are the foundation for linking plans to payroll. The "Maintain Compensation Elements" task is where new elements are created.
 - * Workday Community - Compensation Element Setup Guide: Clarifies the difference between creating (Maintain Compensation Elements), grouping (Maintain Compensation Element Groups), and mapping (Map Compensation Elements to Payroll Earnings).
 - * Workday Payroll & Compensation Integration Documentation: Requires elements to be defined before they can be mapped to earnings.

NEW QUESTION # 42

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. Hourly plan
- **B. Period salary plan**
- C. Unit salary plan
- D. Salary plan

Answer: B

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).
- * This allows payroll to spread annual salary across the correct number of pay periods.

Why not the others?

- * A. Unit salary plan- Pays based on units (like per credit hour for faculty), not extra months.
- * B. Hourly plan- Pays by worked hours, not relevant to salaried employees.
- * D. Salary plan- Standard salary plan assumes 12 months and does not support extra pay periods.

References:

Workday Pro Compensation - Salary Plans Overview: Period salary plans are designed for geographies with >12 pay cycles per year.

Workday Community - Global Compensation Setup: Confirms Italy's 13-month pay is supported via Period Salary Plan.

NEW QUESTION # 43

On March 5, you need to award a group of employees an equity adjustment base pay increase effective March

1. It will be processed when payroll runs on March 31. You asked managers to communicate the change by March 20.

How can you ensure this increase will not be available to employees in Workday until March 21?

- A. Enter an Expected End Date of March 31.
- B. Change the Effective Date of the base pay changes to March 5.
- C. Enter an Actual End Date of March 1.
- **D. Enter an Employee Visibility Date of March 21.**

Answer: D

- * Effective Date (March 1)= When the pay increase is valid for payroll.
- * Employee Visibility Date (March 21)= When employees can actually see the change in Workday.
- * This allows managers to communicate the increase by March 20, and employees only see it from March 21 onward, while payroll processes it correctly on March 31.

- * A. Expected End Date March 31# Used to close plans, not to control visibility.
- * B. Actual End Date March 1# Would end the plan immediately.
- * D. Effective Date March 5# Wrong; payroll needs it effective March 1.

Workday Pro Compensation - Effective Dating & Visibility Dates: Visibility date allows decoupling of when changes are effective vs. when employees see them.

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