

Workday-Pro-Compensation New Questions - Preparation Workday-Pro-Compensation Store



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>> **Workday-Pro-Compensation New Questions** <<

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Workday Workday-Pro-Compensation Exam Syllabus Topics:

Topic	Details
Topic 1	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 2	Operational Reporting: In data systems, operational reporting provides insights into real-time operational activities and current performance details.
Topic 3	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	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 5	Compensation Management: Compensation management refers to the HR discipline focused on ensuring fair and balanced administration of employee rewards and recognition programs.

WorkdayProCompensationExam Sample Questions (Q42-Q47):

NEW QUESTION # 42

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

Answer: A

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 # 43

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 do not need to do anything. Workday will check daily and automatically 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 need to schedule a Mass Operation Management task to evaluate and update anyone assigned to the dynamic plan.
- D. 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.

Answer: A

Explanation:

- * 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.

NEW QUESTION # 44

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

Answer: A

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 # 45

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

Answer: C

Explanation:

- * 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.

NEW QUESTION # 46

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

Answer: C

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.

NEW QUESTION # 47

For years our company is always devoted to provide the best Workday-Pro-Compensation study materials to the clients and help them pass the test Workday-Pro-Compensation certification smoothly. Our company tried its best to recruit the famous industry experts domestically and dedicated excellent personnel to compile the Workday-Pro-Compensation Study Materials and serve for our clients wholeheartedly. Our company sets up the service tenet that customers are our gods and the strict standards for the quality of our Workday-Pro-Compensation study materials and the employee's working abilities and attitudes toward work.

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