

Workday-Pro-Compensation Testking, Workday-Pro-Compensation Fragenpool



Trotzdem sagen viele Menschen, dass das Ergebniss nicht wichtig und der Prozess am allerwichtigsten ist. Aber diese Darstellung passt nicht in der Workday Workday-Pro-Compensation Prüfung, denn die Zertifizierung der Workday Workday-Pro-Compensation können Ihnen im Arbeitsleben in der IT-Branche echte Vorteile mitbringen. Wenn Sie Entschluss haben, die Prüfung zu bestehen, dann sollten Sie unsere Workday Workday-Pro-Compensation Prüfungssoftware benutzen wegen ihrer anspruchsvollen Garantie. Wenn Sie noch zögern, können Sie zuerst unsere kostenlose Demo der Workday Workday-Pro-Compensation probieren. Dadurch werden Sie empfinden die Konfidenz fürs Bestehen, die wir ExamFragen Ihnen mitbringen!

Workday Workday-Pro-Compensation Prüfungsplan:

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

Thema 5	• 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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>> Workday-Pro-Compensation Testking <<

Workday-Pro-Compensation Fragenpool - Workday-Pro-Compensation Trainingsunterlagen

Die Workday Workday-Pro-Compensation Dumps von ExamFragen 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.

WorkdayProCompensationExam Workday-Pro-Compensation Prüfungsfragen mit Lösungen (Q40-Q45):

40. Frage

You want to award multiple one-time payments for an employee with different one-time payment plans and different scheduled payment dates while sharing the same reason and effective date.

What will you configure to allow this?

- A. Configure the same eligibility rules on all one-time payment plans and include them in the compensation package.
- **B. Select Enable Multiple One-Time Payments on Edit Tenant Setup - HCM.**
- C. Select Disable Pay Date Help Text for One-Time and Referral Payment Processes on Edit Tenant Setup - HCM.
- D. Edit the business process definition for Request One-Time Payment and add a Review step for HR Partner.

Antwort: B

Begründung:

- * By default, Workday restricts one-time payments so that only one plan per effective date/reason can be entered.
- * To allow multiple one-time payments (different plans and pay dates, same effective date/reason), you must enable:
- * "Enable Multiple One-Time Payments" in Edit Tenant Setup - HCM.

Why not the others?

- * A. Add Review step for HR Partner# Impacts workflow, not configuration.
- * B. Disable Pay Date Help Text# Only changes help text display, not functionality.
- * D. Configure same eligibility rules & package# Doesn't override the one-payment-per-effective-date limitation.

References:

Workday Pro Compensation - Tenant Setup for One-Time Payments: Multiple one-time payments option enables different plans under the same effective date.

41. Frage

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

Antwort: D

Begründung:

* 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.

42. Frage

You want to display only relevant compensation plan sections during the Propose Compensation Change step of the Change Job business process, either for an internal job change or an internal hire.

What setting will enable Workday to determine the relevant plan sections to display based on worker eligibility and the security permissions for the user performing the compensation change?

- **A. Enable Dynamic Display for Compensation Plan Sections**
- B. Enable Compensation Setup Segment Security
- C. Enable Eligibility Rule Performance Enhancement for Compensation Plan Profiles
- D. Hide Total Salary & Allowances

Antwort: A

Begründung:

* The Dynamic Display option controls whether Workday shows only relevant compensation plan sections during transactions like Propose Compensation Change.

* It evaluates:

* Worker eligibility rules (which plans apply).

* User security permissions (what the initiator can see).

* This ensures users only see compensation sections relevant to their context, reducing clutter and errors.

Why not the others?

* A. Segment security# Controls data security, not dynamic display.

* C. Hide Total Salary & Allowances# Hides totals, doesn't manage section visibility.

* D. Eligibility Rule Performance Enhancement# Improves performance, not visibility.

References:

Workday Pro Compensation - Dynamic Display Settings: Ensures streamlined Propose Compensation Change process.

43. Frage

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 must ensure Indian employees keep their salary plans at 50% of their total amount. What should you configure on the Total Cost (India) Compensation Basis?

- A. Select the Manage Basis Total checkbox and enter a salary plans maximum of 50.
- B. Move the compensation basis ranking to 50.
- C. Only include compensation plans. Remove retirement plans.
- D. Create and assign a fixed compensation basis.

Antwort: A

Begründung:

- * For Total Cost (India), the requirement is that only 50% of total comp should be allocated towards salary plans.
- * This is achieved by using the Manage Basis Total option, where you can set maximum percentages for specific plan types (e.g., Salary = 50%).
- * This ensures salary stays capped at half of total, regardless of other components.

Why not the others?

- * A. Fixed compensation basis# Doesn't handle percentage capping.
- * B. Remove retirement plans# Irrelevant; retirement can stay, the key is controlling salary %.
- * D. Change ranking to 50# Ranking only determines basis priority, not limits.

References:

Workday Pro Compensation - Configurable Compensation Basis: Manage Basis Total allows control over contribution % for plan categories.

Workday Community - India Compensation Setup Example.

#Final Verified answer: C. Manage Basis Total with 50% salary maximum.

44. Frage

An employee is transferring from one supervisory organization to another and they are subject to compensation change. What compensation business process will the Change Job transaction trigger?

- A. Request Compensation Change
- B. Propose Compensation Change
- C. Propose Compensation Hire
- D. Propose Compensation Offer

Antwort: B

Begründung:

- * When an employee undergoes a Change Job (e.g., transferring between supervisory orgs), Workday triggers the Propose Compensation Change business process if compensation is impacted.
- * This allows HR/Comp to adjust salary, allowances, or other plans based on the new job/org details.

Why not the others?

- * A. Propose Compensation Offer# Used during hire/recruiting offers, not job changes.
- * B. Request Compensation Change# Typically a standalone process, not triggered automatically by Change Job.
- * C. Propose Compensation Hire# Used at hire events, not transfers.

References:

Workday Pro Compensation - Business Process Integration: Change Job triggers Propose Compensation Change when comp changes are required.

Workday Community - Change Job & Compensation Flow.

45. Frage

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Um die Workday Workday-Pro-Compensation Zertifizierungsprüfung zu bestehen, brauchen Sie eine ausreichende Vorbereitung und eine vollständige Wissensstruktur. Die von ExamFragen gebotenen Workday Workday-Pro-Compensation Ressourcen würden Ihre Bedürfnisse sicher abdecken.

Workday-Pro-Compensation Fragenpool: <https://www.examfragen.de/Workday-Pro-Compensation-pruefung-fragen.html>

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