

Workday Workday-Pro-Compensation WorkdayProCompensationExam Exam Questions Get Excellent Scores



Workday-Pro-Compensation test guide is an examination material written by many industry experts based on the examination outlines of the calendar year and industry development trends. Its main purpose is to help students who want to obtain the certification of Workday-Pro-Compensation to successfully pass the exam. Compared with other materials available on the market, the main feature of Workday-Pro-Compensation exam materials doesn't like other materials simply list knowledge points. It allows students to find time-saving and efficient learning methods while memorizing knowledge points. With Workday-Pro-Compensation study braindumps, learning from day and night will never happen. You can learn more with less time. You will become a master of learning in the eyes of others. With Workday-Pro-Compensation study braindumps, successfully passing the exam will no longer be a dream.

Workday Workday-Pro-Compensation Exam Syllabus Topics:

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

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WorkdayProCompensationExam Sample Questions (Q25-Q30):

NEW QUESTION # 25

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

Answer: A

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 # 26

Refer to the following scenario to answer the question below.

A company with salaried and hourly employees has headquarters in London with additional offices in New York and Milan. What configuration allows the company to enter one total compensation amount for employees based in Milan?

- **A. Manage Basis Total**
- B. Total Salary & Allowances
- C. Eligible Earnings Override
- D. Total Base Pay

Answer: A

Explanation:

* The company wants to enter one total compensation amount for Milan employees instead of entering salary, allowance, and bonus separately.

* This is achieved by Manage Basis Total, which allows admins to configure total comp entry at the worker level while Workday allocates automatically across plans.

* This simplifies data entry for regions where comp is communicated as a total package.

Why not the others?

* A. Eligible Earnings Override# Used for payroll overrides, not comp plan entry.

* C. Total Base Pay# Only includes salary + base pay elements, not full compensation package.

* D. Total Salary & Allowances# Not a standard Workday configuration option; the correct feature is Manage Basis Total.

References:

Workday Pro Compensation - Manage Basis Total Functionality: Used when companies pay/track one total amount for comp.

Workday Community - European Compensation Configurations (Italy, Milan case).

#Final Verified answer: B. Manage Basis Total

NEW QUESTION # 27

A company needs a \$500 monthly car allowance for its sales team, paid as a flat amount. The allowance should only be for employees in the Sales job family.

How should you configure this allowance plan?

- A. Create a reimbursable allowance plan, specifying \$500 as the reimbursement amount. Create an eligibility rule for the Sales job family and assign it to the plan.
- B. Create a percent-based allowance plan, specifying the percentage of base pay to equal \$500 monthly. Create an eligibility rule for the Sales job family and assign it to the plan.
- C. Create a unit-based allowance plan, specifying the number of units and per-unit amount to total \$500 monthly. Create an eligibility rule for the Sales job family and assign it to the plan.
- **D. Create an amount-based allowance plan, specifying \$500 as the amount, monthly frequency. Create an eligibility rule for the Sales job family and assign it to the plan.**

Answer: D

Explanation:

* The requirement is a flat \$500 monthly allowance for Sales employees.

* Amount-based allowance plan is the correct choice since it supports fixed, recurring payments in a defined currency and frequency.

* Adding an eligibility rule ensures only employees in the Sales job family are assigned this allowance.

Why not the others?

* A. Unit-based allowance plan# Used when pay is based on number of units (e.g., kilometers, credits), not flat amounts.

* B. Percent-based allowance plan# Tied to % of base pay, not a fixed dollar figure.

* D. Reimbursable allowance plan# Used for expense reimbursements, not recurring flat compensation.

References:

Workday Pro Compensation Training - Allowance Plan Types: Amount-based plans = recurring fixed amounts.

Workday Community - Allowance Plan Configurations.

NEW QUESTION # 28

A customer has several one-time payment plans within a tenant. They want to ensure that during a payment event a single one-time payment is submitted.

How should this be configured?

- A. Enable Multiple One-Time Payments within the Edit Tenant Setup - HCM > Compensation
- B. Segment security to the Domain: One Time Payment
- C. Use a rule-based business process definition
- **D. Do not enable Multiple One-Time Payments within the Edit Tenant Setup - HCM > Compensation**

Answer: D

Explanation:

* If you want to restrict employees so they can only submit a single one-time payment per payment event, you must ensure that Multiple One-Time Payments is not enabled in tenant setup.

* When disabled, Workday enforces one plan per effective date/reason.

Why not the others?

- * A. Segment security# Controls data access, not number of payments allowed.
- * B. Rule-based BP# Governs approvals/workflow, not structural system behavior.
- * C. Enable Multiple One-Time Payments# Would allow multiple entries (opposite of requirement).

References:

Workday Pro Compensation - Tenant Setup for One-Time Payments.

NEW QUESTION # 29

You enter a date in the Actual End Date field of a compensation plan.
When will Workday remove the plan from the employee's record?

- **A. On the actual end date plus one day.**
- B. On the last day of the month plus one day.
- C. On the last day of the pay period plus one day.
- D. On the actual end date.

Answer: A

Explanation:

- * In Workday, when you set an Actual End Date on a compensation plan, the plan remains active through that date.
- * Workday automatically removes the plan the day after the entered actual end date.
- * Example: If Actual End Date = March 31, the plan is removed effective April 1.

Why not the others?

- * B. Last day of the month +1# Too restrictive; not always tied to month-end.
- * C. On the actual end date# Wrong; the plan is valid through the end date.
- * D. Last day of the pay period +1# Not relevant; tied to end date, not pay periods.

References:

Workday Pro Compensation - Plan End Dating Rules: Actual End Date +1 day removes the plan.

NEW QUESTION # 30

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