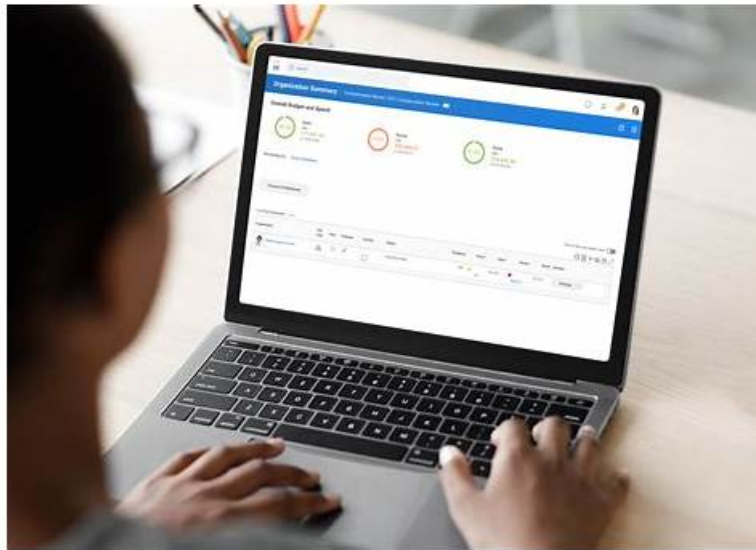


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Workday Workday-Pro-Compensation Exam Syllabus Topics:

Topic	Details
Topic 1	<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 2	<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 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">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 5	<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.

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WorkdayProCompensationExam Sample Questions (Q56-Q61):

NEW QUESTION # 56

What report can you use to view employees who get a compensation change at an earlier effective date than an existing compensation change with a subsequent date, including future effective dated changes?

- **A. Out of Order Compensation Changes**
- B. Employee Compensation Audit
- C. Compensation Changes
- D. Future Payment Audit

Answer: A

Explanation:

* Out of Order Compensation Changes Report identifies employees with compensation changes entered with earlier effective dates than existing future-dated changes.

* This prevents conflicts in comp history and ensures payroll/comp processing accuracy.

Why not the others?

* A. Employee Compensation Audit# Audits eligibility and assignment mismatches, not date conflicts.

* B. Future Payment Audit# Focuses on scheduled payments, not comp changes.

* D. Compensation Changes# General report, doesn't flag sequencing issues.

References:

Workday Pro Compensation - Compensation Change Reporting Out of Order Compensation Changes is the dedicated report for effective date sequencing issues.

Workday Community - Troubleshooting Out of Sequence Changes.

NEW QUESTION # 57

You are creating a compensation package.

What can you add to the compensation package?

- **A. One-time payment plan**
- B. Retirement plan
- C. Calculated plan
- D. Future payment plan

Answer: A

Explanation:

* A compensation package is a grouping of multiple compensation plans (salary, allowances, one-time payments, bonuses, etc.).

* Workday allows you to bundle one-time payment plans into a package (e.g., relocation bonus, signing bonus).

Why not the others?

* A. Retirement plan# Benefits plans are not part of comp packages.

* C. Calculated plan# Standalone, not typically added to comp packages.

* D. Future payment plan# Not a Workday plan type.

References:

Workday Pro Compensation - Compensation Package Setup Lists allowable plan types (salary, allowance, one-time payment).

Workday Community - Offer Package Setup.

NEW QUESTION # 58

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 Offer
- C. Propose Compensation Hire
- **D. Propose Compensation Change**

Answer: D

Explanation:

* 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.

NEW QUESTION # 59

Your company would like to automatically increase pay after 12 months of employment, but only after 400 hours worked. What configuration will achieve this on compensation steps?

- **A. Set a duration of 12 months and a step progression rule that counts the number of hours worked.**
- B. Set a duration of 12 months.
- C. Select the "Assign first step during compensation proposal" checkbox and set a progression rule that counts 12 months.
- D. Set a progression rule that counts the number of hours worked.

Answer: A

Explanation:

In Workday Compensation, step progression is controlled through a combination of duration (time-based eligibility) and progression rules (additional conditions, like hours worked or performance).

Here's how the scenario breaks down:

* Requirement 1 - 12 months of employment

* Workday supports step duration, where you can specify that an employee must remain at a step for a defined period before being eligible for the next step.

* Setting a duration of 12 months ensures that the employee only becomes eligible for a step increase after completing a year in the role.

* Requirement 2 - 400 hours worked

* Workday allows you to configure step progression rules that evaluate conditions beyond time, such as hours worked, performance ratings, or other calculated fields tied to the worker.

* A progression rule counting the number of hours worked ensures that the pay increase is not triggered until the employee meets the required 400 hours.

* Why not the other options?

* A. Assign first step during compensation proposal + 12 months rule- This would only apply the first step, but it doesn't enforce the "400 hours worked" requirement.

* B. Hours worked only- This ignores the requirement of 12 months of employment.

* C. Duration of 12 months only- This ignores the requirement of 400 hours worked.

Thus, only D (duration + step progression rule) satisfies both conditions simultaneously.

References (from Workday Pro Compensation knowledge & learning resources):

* Workday Compensation - Step Progression Configuration: Duration enforces time-in-step, while progression rules allow conditions such as hours worked or performance-based eligibility.

* Workday Pro Training Materials (Compensation module): Step increase rules require combining duration with eligibility/progression conditions for multi-criteria automation.

* Workday Community - Compensation Step Progression Guide: Confirms that when multiple criteria must be met (e.g., tenure and hours worked), they must be configured in both the duration setting and the progression rule logic.

NEW QUESTION # 60

You need to identify employees assigned to bonus plans for which they are not eligible.
What report will you use?

- **A. Employee Compensation Audit**
- B. View Rollout Compensation Plan Rollout Process
- C. Compensation Spreadsheet
- D. Employees Assigned Multiple Bonus Plans

Answer: A

Explanation:

- * The Employee Compensation Audit report identifies mismatches, such as employees:
 - * Assigned to comp plans for which they are not eligible.
 - * Missing comp plans they should have.
 - * It is the standard audit tool for verifying eligibility alignment with assigned compensation.

Why not the others?

- * B. Rollout Process report# Tracks rollout actions, not eligibility mismatches.
- * C. Employees Assigned Multiple Bonus Plans# Only checks duplicate plan assignments.
- * D. Compensation Spreadsheet# Used for review/updates, not eligibility audits.

References:

Workday Pro Compensation - Audit Reports: Employee Compensation Audit identifies eligibility issues.

#Final Verified answer: A. Employee Compensation Audit.

NEW QUESTION # 61

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