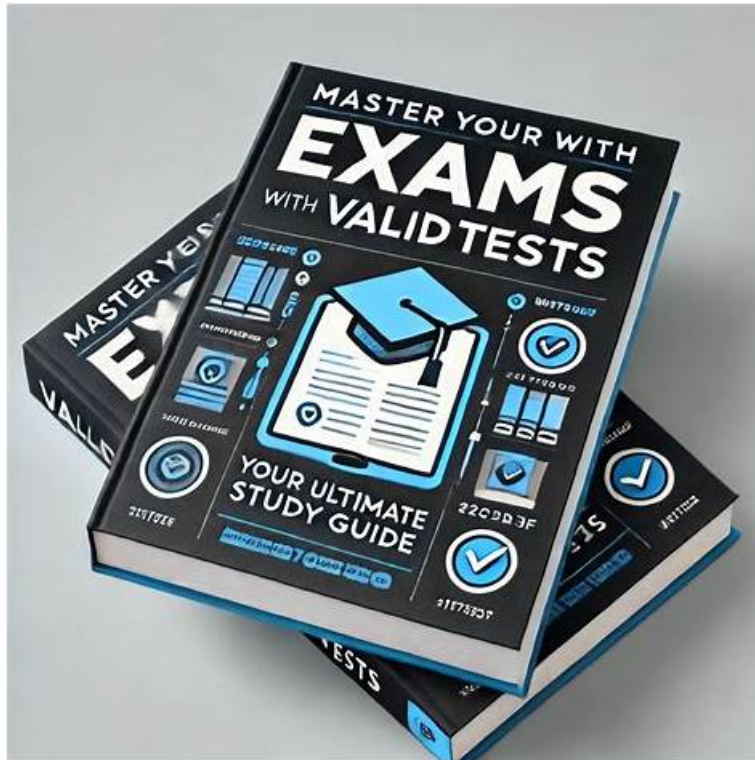


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## Workday Workday-Pro-Compensation Exam Syllabus Topics:

Topic	Details
Topic 1	<ul style="list-style-type: none"><li>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.</li></ul>
Topic 2	<ul style="list-style-type: none"><li>Compensation Management: Compensation management refers to the HR discipline focused on ensuring fair and balanced administration of employee rewards and recognition programs.</li></ul>
Topic 3	<ul style="list-style-type: none"><li>Operational Reporting: In data systems, operational reporting provides insights into real-time operational activities and current performance details.</li></ul>
Topic 4	<ul style="list-style-type: none"><li>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.</li></ul>
Topic 5	<ul style="list-style-type: none"><li>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.</li></ul>

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### WorkdayProCompensationExam Sample Questions (Q29-Q34):

#### NEW QUESTION # 29

What report allows you to view the compensation components that the worker is assigned and eligible for, unassigned and eligible for, and assigned and ineligible for?

- A. Employee Compensation Details by Job Profile
- B. Compensation Rule Assignment
- **C. Employee Compensation Audit**
- D. Compensation Summary

**Answer: C**

Explanation:

- \* TheEmployee Compensation Audit reportshows, for each worker:
    - \* Assigned & eligiblecompensation components.
    - \* Unassigned but eligiblecomponents.
    - \* Assigned but ineligiblecomponents.
  - \* This makes it the primary tool for validating comp assignments against eligibility rules.
- Why not the others?
- \* A. Employee Compensation Details by Job Profile# Focuses on job profiles, not assignment eligibility.
  - \* C. Compensation Summary# Summary-level report, not eligibility vs. assignment detail.
  - \* D. Compensation Rule Assignment# Shows rules applied to plans, not worker assignment detail.

References:

Workday Pro Compensation - Employee Compensation Audit Guide.

#### NEW QUESTION # 30

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:

- \* APeriod Salary Planin 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 # 31

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

**Answer: B**

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 # 32

You need to identify employees assigned to bonus plans for which they are not eligible.

What report will you use?

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

**Answer: C**

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 # 33

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

**Answer: D**

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 # 34

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