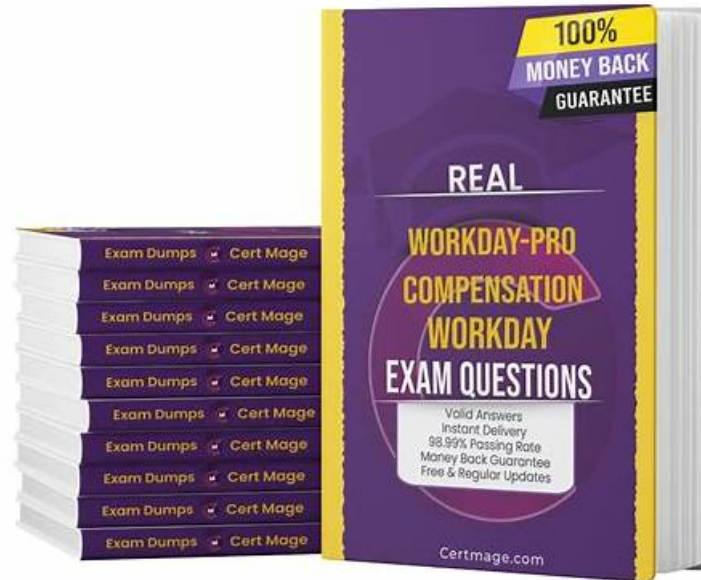


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Workday Workday-Pro-Compensation Exam Syllabus Topics:

Topic	Details
Topic 1	<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 2	<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 3	<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.
Topic 4	<ul style="list-style-type: none"> • Operational Reporting: In data systems, operational reporting provides insights into real-time operational activities and current performance details.

- 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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Workday-Pro-Compensation Valid Exam Question, Workday-Pro-Compensation Exam Syllabus

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WorkdayProCompensationExam Sample Questions (Q16-Q21):

NEW QUESTION # 16

What is the primary purpose of assigning a Compensation Grade to a Job Profile?

- A. To determine employees' eligibility for bonus plans
- **B. To default the salary or hourly range for employees in that job**
- C. To set employees' target compensation amount
- D. To establish employees' default compensation frequency

Answer: B

Explanation:

* Assigning a compensation grade to a job profile links that job to a defined pay range (min, midpoint, max).

* This ensures that whenever employees are hired or promoted into the job profile, Workday defaults the pay range guidance automatically.

* Managers and HR can then use this information to propose fair and competitive pay.

Why not the others?

* B. Target compensation amount# Target comp is usually set at the employee or plan level, not the grade.

* C. Eligibility for bonus plans# Controlled via eligibility rules, not compensation grades.

* D. Compensation frequency# Determined by plan setup (annual, monthly, hourly), not by grades.

References:

Workday Pro Compensation - Compensation Grades & Profiles: Grades default ranges for jobs, guiding compensation decisions.

Workday Community - Job Profile & Grade Integration.

NEW QUESTION # 17

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

Answer: B

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 # 18

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. Edit the business process definition for Request One-Time Payment and add a Review step for HR Partner.
- D. Select Disable Pay Date Help Text for One-Time and Referral Payment Processes on Edit Tenant Setup - HCM.

Answer: B

Explanation:

* 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.

NEW QUESTION # 19

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 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.
- 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 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.**
- D. 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.

Answer: C

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 # 20

Airplane pilots receive a base salary as compensation. They also receive compensation based on the number of kilometers flown. The more they fly, the more they get paid. You need to create a plan to show estimated wages based on kilometers flown to include in an offer letter. What type of plan should you create?

- A. Period salary plan
- **B. Unit salary plan**
- C. One-time payment plan
- D. Unit-based allowance plan

Answer: B

Explanation:

- * A Unit Salary Plan pays based on units worked (e.g., miles, credits, or kilometers).
- * In this case, pilots earn extra based on kilometers flown, making unit salary plan the correct choice.
- * It also supports estimation of wages for offer letters since you can project based on expected units.

Why not the others?

- * A. Unit-based allowance plan# Allowances are flat recurring payments, not tied to actual units worked.
- * B. One-time payment# Used for bonuses or ad hoc payments, not recurring per-unit pay.
- * D. Period salary plan# Handles additional pay periods, not per-unit payments.

References:

Workday Compensation Plans Training: Unit salary plans are designed for recurring, unit-driven pay like teaching credits or mileage.
Workday Community - Unit Salary Plans.

NEW QUESTION # 21

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