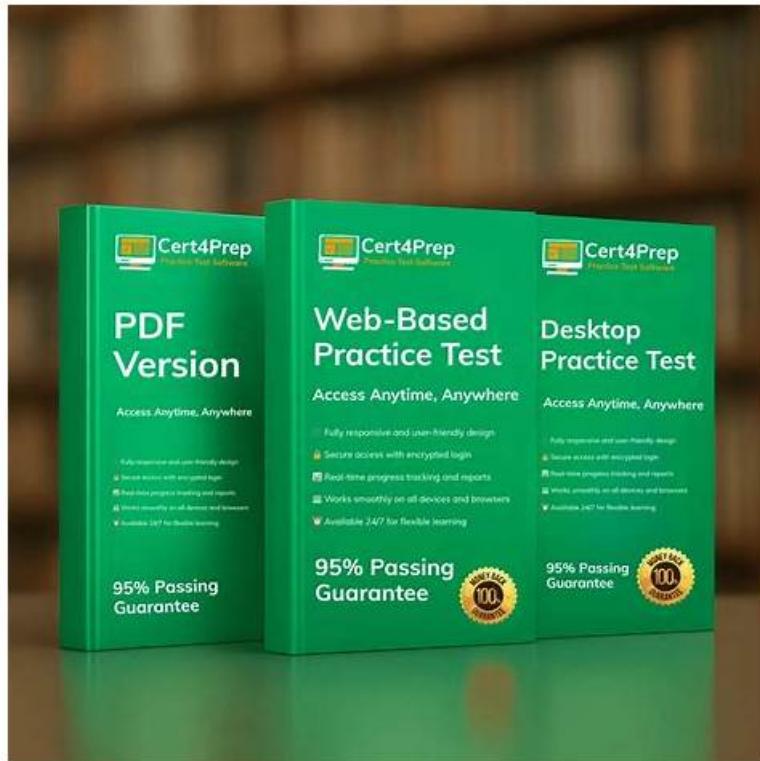


# New Workday-Pro-Compensation Exam Review | Workday-Pro-Compensation Real Questions



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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>Operational Reporting: In data systems, operational reporting provides insights into real-time operational activities and current performance details.</li></ul>
Topic 3	<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 4	<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>

Topic 5	<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>
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## Workday Workday-Pro-Compensation Real Questions, Test Workday-Pro-Compensation Pattern

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### WorkdayProCompensationExam Sample Questions (Q52-Q57):

#### NEW QUESTION # 52

You added a signing bonus during the Offer event, but the signing bonus did not carry forward into the Hire event. What is missing from your configuration?

- A. You must include the Signing Bonus one-time payment in the Compensation Package.
- **B. You must add Request One-Time Payment as a subprocess of the Hire business process.**
- C. The Request One-Time business process security policy must include the Initiator for the Review action.
- D. The Request One-Time Payment business process needs to include an approval step.

#### Answer: B

Explanation:

\* In Workday, one-time payments (likesigning bonuses) must flow fromOffer # Hireto remain consistent.  
\* If the signing bonus added duringOfferdoesn't carry intoHire, it means theHire business processis missing theRequest One-Time Payment subprocess.

\* Adding it ensures that any one-time payments from the offer are automatically included in the hire event.  
Why not the others?

\* A. Include in package# Package inclusion allows proposal but doesn't ensure carry-forward into Hire.  
\* B. Add approval step# Workflow step won't fix missing subprocess link.  
\* D. Update security policy# Security won't solve missing subprocess configuration.

References:

Workday Pro Compensation - Offer & Hire Integration:One-time payments carry into hire only if Request One-Time Payment is a subprocess.

#### NEW QUESTION # 53

Where can you configure a guideline warning for a Compensation Package?

- A. On the compa-ratio
- B. On the position in range
- **C. On the primary compensation basis pay range**
- D. On the segment range

#### Answer: C

Explanation:

\* Guideline warningsin Workday Compensation are configured at theprimary compensation basis pay rangelevel.  
\* These warnings alert HR/Managers if an entered amount isoutside the allowed range or guideline thresholds(e.g., 90%-110% of midpoint).

\* They act as soft controls for ensuring compliance with comp policy.

Why not the others?

\* A. Position in range# This is a calculation, not a configuration point.

\* B. Compa-ratio# A metric comparing pay to midpoint; doesn't hold guideline warnings.

\* D. Segment range# Related to segment-based ranges in variable comp, not base pay packages.

References:

Workday Pro Compensation - Compensation Basis & Pay Range Setup:Guideline warnings configured at compensation basis.

Workday Community - Pay Range Guidelines Configuration.

#### NEW QUESTION # 54

How do you configure a salary plan to prorate an employee's scheduled hours?

- A. Exclude from Merit
- **B. Apply FTE%**
- C. Compensation Element
- D. Eligibility Rules

#### Answer: B

Explanation:

When configuring a salary plan, you can choose whether the plan amount should automatically adjust for part-time employees based on FTE% (Full-Time Equivalent percentage).

\* Apply FTE% ensures that the salary plan prorates according to scheduled hours vs. full-time hours.

\* Example: If an employee works 50% FTE, a \$60,000 annual salary plan will automatically adjust to \$30,000.

Why not the others?

\* B. Compensation Element- Elements link plans to payroll but do not control proration.

\* C. Eligibility Rules- Define who is eligible, not how amounts are prorated.

\* D. Exclude from Merit- Used in merit review processes, unrelated to proration.

References:

Workday Pro Compensation Training:Salary plans have a checkbox "Apply FTE%" to prorate salaries based on work schedule.

Workday Community - Salary Plan Configuration:Confirms FTE% is the method for automatic proration.

#### NEW QUESTION # 55

A salary plan uses an eligibility rule that evaluates if pay rate type is salaried.

To minimize data discrepancies, what configuration do you complete next?

- A. Assign a pay rate type to job requisitions.
- B. Modify the eligibility rule to evaluate all job profiles.
- **C. Assign pay rate types to job profiles.**
- D. Assign the salary plan to job profiles.

#### Answer: C

Explanation:

\* Since the eligibility rule evaluates pay rate type = salaried, you need to ensure every job profile has the correct pay rate type assigned.

\* This prevents mismatches where employees may not qualify for the salary plan due to missing or inconsistent data.

Why not the others?

\* A. Modify rule to evaluate all job profiles# Broadens scope incorrectly; doesn't ensure data integrity.

\* C. Pay rate type on job requisitions# Impacts recruiting, not existing employee eligibility.

\* D. Assign salary plan to job profiles# Comes after ensuring the pay rate type is consistently set.

References:

Workday Pro Compensation - Eligibility Rules & Job Profiles:Pay rate type must be assigned consistently at the job profile level.

Workday Community - Preventing Data Discrepancies in Eligibility.

#### NEW QUESTION # 56

Refer to the following scenario to answer the question below.

A company pays its employees a monthly allowance. Plan targets are dependent on plan profile eligibility rules. There are 100 different types of plan profiles, each with a specific target amount for the eligible population. Sample plan profile eligibility criteria include:

- \* Job Family = Human Resources \$50 USD
- \* Job Family = Sales \$70 USD
- \* Job Family and Country = Human Resources / Australia \$78 AUD
- \* Job Family and Country = Sales / Australia \$110 AUD

The HR administrator has made some changes to the Sales job family. The job family now contains the job profile Sales Analyst. When accessing the Employee Compensation Audit report, what column will highlight the allowance plan for the Sales Analyst?

- A. This plan won't appear on the report
- B. Assigned Eligible Compensation Components
- C. Assigned Ineligible Compensation Components
- D. Unassigned Eligible Compensation Components

#### Answer: D

Explanation:

- \* The Employee Compensation Audit Report highlights mismatches between eligibility rules and actual assignments.
- \* Since Sales Analyst is part of Sales job family but eligibility rules may not yet reflect this new job profile, the allowance plan appears under Unassigned Eligible Compensation Components# meaning the employee is eligible but has not yet been assigned the component.

Why not the others?

- \* A. Won't appear# It will appear, because Sales job family has a profile.
- \* B. Assigned Eligible Compensation Components# Only if already assigned.
- \* C. Assigned Ineligible Compensation Components# Not correct, because Sales Analyst job profile makes them eligible.

References:

Workday Pro Compensation - Audit Reporting: Explains difference between Assigned Eligible, Unassigned Eligible, and Assigned Ineligible.

Workday Community - Compensation Audit Report Usage.

#### NEW QUESTION # 57

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