

# Up to one year of Free Workday Workday-Pro-Compensation Exam Questions Updates



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

Topic	Details
Topic 1	<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 2	<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 3	<ul style="list-style-type: none"> <li>• <b>Workday Human Capital Management:</b> 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 4	<ul style="list-style-type: none"> <li>• <b>Compensation Management:</b> Compensation management refers to the HR discipline focused on ensuring fair and balanced administration of employee rewards and recognition programs.</li> </ul>
Topic 5	<ul style="list-style-type: none"> <li>• <b>Business Process Management (BPM):</b> Business process management (BPM) involves using different approaches to identify, design, analyze, evaluate, refine, and automate business processes for better efficiency.</li> </ul>

## >> Workday-Pro-Compensation Training Kit <<

## Workday-Pro-Compensation Related Exams - Workday-Pro-Compensation Exam Study Guide

The Workday-Pro-Compensation quiz guide through research and analysis of the annual questions, found that there are a lot of hidden rules are worth exploring, plus we have a powerful team of experts, so the rule can be summed up and use. The Workday-Pro-Compensation prepare torrent can be based on the analysis of the annual questions, it is concluded that a series of important conclusions related to the qualification examination, combining with the relevant knowledge of recent years. Workday-Pro-Compensation test material will improve the ability to accurately forecast the topic and proposition trend this year to help you pass the Workday-Pro-Compensation exam.

### WorkdayProCompensationExam Sample Questions (Q14-Q19):

#### NEW QUESTION # 14

After creating a new allowance plan, how can you assign the plan to all eligible employees?

- **A. Use the Rollout Compensation Plans to Employees task and select the Eligibility Rule that identifies your eligible population.**
- B. Use the View Compensation Plan Rollout Process task to assign eligible employees to the plan.
- C. Run the Compensation Plan Assignment Audit report to identify employees eligible for the plan and enter via Request Compensation Changes.
- D. Use the Employee Compensation Plans - Allowance report to identify eligible employees and enter via Change Job events.

**Answer: A**

Explanation:

\* After creating a new allowance plan, you must assign it to all employees who qualify.

\* The Rollout Compensation Plans to Employees task is the standard Workday process that mass-assigns plans to all workers who meet the eligibility rules.

\* This ensures both current and future eligible employees receive the plan automatically.

Why not the others?

\* B. View Compensation Plan Rollout Process# Monitoring tool, not an assignment process.

\* C. Compensation Plan Assignment Audit# Audit/reporting only, does not assign.

\* D. Employee Compensation Plans - Allowance report# Reporting only; still requires manual actions.

References:

Workday Pro Compensation - Rollout Compensation Plans Process: Ensures eligible employees are assigned plans in bulk.

#### NEW QUESTION # 15

A manager is proposing compensation for an employee and is only able to assign the car allowance. When the compensation partner approves the compensation change, they are able to assign any allowance plan configured in the tenant, even if the employee is not eligible for those plans.

What security domain allows the compensation partner to assign allowance plans that the employee is not eligible for?

- **A. Add Compensation Plans: Add Allowance**

- B. Worker Data: Compensation for Managers
- C. Select Any Compensation Package
- D. Worker Data: Compensation Plan Type

**Answer: A**

Explanation:

- \* The scenario describes a compensation partner being able to assign any allowance plan, even when the employee is not eligible.
- \* This is controlled by the security domain "Add Compensation Plans: Add Allowance", which allows users with access to bypass eligibility and directly assign allowance plans.

Why not the others?

- \* A. Worker Data: Compensation Plan Type# Governs visibility to compensation data, not bypassing eligibility.
- \* B. Select Any Compensation Package# Pertains to choosing packages, not adding allowance plans outside eligibility.
- \* C. Worker Data: Compensation for Managers# Grants managers ability to propose comp, but does not override eligibility.

References:

Workday Pro Compensation - Security Domains for Compensation Plans: "Add Compensation Plans: Add Allowance" allows assignment of ineligible allowance plans.

### NEW QUESTION # 16

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 select the No Override checkbox.
- **B. Use the Edit Allowance Plan task and add a €90 EUR plan profile for Ireland.**
- C. Use the Request Compensation Change business process and update the amount to €90 EUR.
- D. Use the Set Up Allowance Plan Adjustment task and update the plan default value 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 # 17

Refer to the following scenario to answer the question below.

A company has several configurable compensation bases established in their system:

- \* Total Cost (India): Qualifies Indian employees and includes all salary plans, period salary plans, allowance plans, bonus plans, and retirement savings plans; only 50% of their total compensation can be used toward their salary plan.
- \* Total Compensation Non-Sales: Qualifies all full-time employees not in sales and includes all salary plans, allowance plans, bonus plans, and calculated plans.
- \* Total Compensation Sales: Qualifies all full-time sales employees and includes all salary plans, allowance plans, and commission plans.
- \* Total Pay (Mexico): Qualifies Mexican employees and includes all salary plans, period salary plans, and allowance plans.
- \* Salary and Seniority: Qualifies all employees and includes all salary plans and the specific seniority calculated plan.

The configurable compensation bases have the following ranking:

- \* 10 Total Cost (India)
- \* 20 Total Compensation Non Sales

- \* 30 Total Compensation Sales
- \* 40 Total Pay (Mexico)
- \* Salary and Seniority is unranked

You must ensure Indian employees keep their salary plans at 50% of their total amount. What should you configure on the Total Cost (India) Compensation Basis?

- **A. Select the Manage Basis Total checkbox and enter a salary plans maximum of 50.**
- B. Create and assign a fixed compensation basis.
- C. Move the compensation basis ranking to 50.
- D. Only include compensation plans. Remove retirement plans.

**Answer: A**

Explanation:

- \* For Total Cost (India), the requirement is that only 50% of total comp should be allocated towards salary plans.
  - \* This is achieved by using the Manage Basis Total option, where you can set maximum percentages for specific plan types (e.g., Salary = 50%).
  - \* This ensures salary stays capped at half of total, regardless of other components.
- Why not the others?
- \* A. Fixed compensation basis# Doesn't handle percentage capping.
  - \* B. Remove retirement plans# Irrelevant; retirement can stay, the key is controlling salary %.
  - \* D. Change ranking to 50# Ranking only determines basis priority, not limits.

References:

Workday Pro Compensation - Configurable Compensation Basis: Manage Basis Total allows control over contribution % for plan categories.

Workday Community - India Compensation Setup Example.

#Final Verified answer: C. Manage Basis Total with 50% salary maximum.

## NEW QUESTION # 18

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

**Answer: A**

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 # 19

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Are you worried about insufficient time to prepare the exam? Do you have a scientific learning plan? Maybe you have set a series of to-do list, but it's hard to put into practice for there are always unexpected changes during the Workday-Pro-Compensation exam. Here we recommend our Workday-Pro-Compensation test prep to you. With innovative science and technology, our study materials have grown into a powerful and favorable product that brings great benefits to all customers. Under the support of our Workday-Pro-Compensation Study Materials, passing the Workday-Pro-Compensation exam won't be an unreachable mission.

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