

100% Pass Quiz 2025 Workday Reliable Workday-Pro-Compensation Valid Test Review

**Workday HCM Pro Core certification test Review
Actual Exam (Latest 2025 / 2026 Update) Real
Questions and Verified Answers | 100% Correct |
Already Graded A+**



Terms in this set (103)

What is the name and location of the icon you select when acting on or making changes to an object?	Related Actions, next to or below the object
What is the name of the report that displays Workday-delivered reports? A. Workday Standard Reports B. Workday Delivered Reports C. Workday Customer Reports D. All Custom Report	A. Workday Standard Reports
What is the primary organizational structure within Workday HCM?	Supervisory

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Workday Workday-Pro-Compensation Exam Syllabus Topics:

Topic	Details
Topic 1	• 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	• 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	• Compensation Management: Compensation management refers to the HR discipline focused on ensuring fair and balanced administration of employee rewards and recognition programs.

Topic 4	• 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 5	• Operational Reporting: In data systems, operational reporting provides insights into real-time operational activities and current performance details.

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Workday-Pro-Compensation Top Dumps & Workday-Pro-Compensation Study Plan

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WorkdayProCompensationExam Sample Questions (Q24-Q29):

NEW QUESTION # 24

A compensation partner runs the Employee Compensation Step Progression Audit report and notices seven employees listed on the report.

What should you do?

- A. Use the Maintain Compensation Steps task and add a progression rule to the steps.
- B. Use the Set Up Grade Job Profile Adjustment task to update the grade assigned to the employees on the report.
- **C. Use the Schedule Automatic Step Progression task to move eligible employees to the next step.**
- D. Use the Change Job business process to move the employees on the report to a new compensation grade and step.

Answer: C

Explanation:

* progressionbut haven't yet been moved to the next step.

* The corrective action is to runSchedule Automatic Step Progression, which processes all eligible employees and updates their step automatically.

Why not the others?

* B. Maintain Compensation Steps + progression rule# Only needed if rules are missing. If employees appear, rules already exist.

* C. Change Job# Not required; step progression is automated.

* D. Set Up Grade Job Profile Adjustment# Used for grade changes, not step progression.

References:

Workday Pro Compensation - Step Progression Process:Audit report + Schedule Automatic Step Progression ensures progression is applied.

NEW QUESTION # 25

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. The Request One-Time Payment business process needs to include an approval step.
- C. The Request One-Time business process security policy must include the Initiator for the Review action.
- **D. You must add Request One-Time Payment as a subprocess of the Hire business process.**

Answer: D

Explanation:

- * In Workday, one-time payments (like signing bonuses) must flow from Offer # Hire to remain consistent.
- * If the signing bonus added during Offer doesn't carry into Hire, it means the Hire business process is missing the Request 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 # 26

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

Answer: A

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 # 27

Refer to the following scenario to answer the question below.

A company with salaried and hourly employees has headquarters in London with additional offices in New York and Milan. What configuration allows the company to enter one total compensation amount for employees based in Milan?

- A. Total Salary & Allowances
- B. Total Base Pay
- C. Eligible Earnings Override
- **D. Manage Basis Total**

Answer: D

Explanation:

- * The company wants to enter one total compensation amount for Milan employees instead of entering salary, allowance, and bonus separately.
- * This is achieved by Manage Basis Total, which allows admins to configure total comp entry at the worker level while Workday allocates automatically across plans.
- * This simplifies data entry for regions where comp is communicated as a total package.

Why not the others?

- * A. Eligible Earnings Override# Used for payroll overrides, not comp plan entry.
- * C. Total Base Pay# Only includes salary + base pay elements, not full compensation package.
- * D. Total Salary & Allowances# Not a standard Workday configuration option; the correct feature is Manage Basis Total.

References:

Workday Pro Compensation - Manage Basis Total Functionality: Used when companies pay/track one total amount for comp.
Workday Community - European Compensation Configurations (Italy, Milan case).
#Final Verified answer: B. Manage Basis Total

NEW QUESTION # 28

When using the Set Up Allowance Plan Adjustment task to update an allowance plan amount, you must ensure employees Managed by Basis Total (MBT) will have no change to their primary compensation basis after their allowance plan amount is updated and instead will reallocate all other compensation in the MBT calculation.
How can you ensure this happens?

- A. Clear the Manage Basis Total checkbox on the employee's primary compensation basis.
- B. Clear the Retain Basis Total checkbox on the employee's primary compensation basis.
- C. Select Adjust to New Defaults on the Set Up Allowance Plan Adjustment task.
- **D. Select Retain Basis Total for MBT Employees on the Set Up Allowance Plan Adjustment task.**

Answer: D

Explanation:

* Employees managed by Manage Basis Total (MBT) require their primary compensation basis total to remain unchanged when allowance plan adjustments are made.

* By selecting Retain Basis Total for MBT Employees, Workday keeps the overall basis constant and reallocates other plans in the MBT calculation instead of increasing the total.

Why not the others?

- * A. Clear MBT checkbox# Would remove MBT management completely.
- * C. Clear Retain Basis Total# Opposite of required behavior.
- * D. Adjust to New Defaults# Updates values, but doesn't enforce retention of MBT total.

References:

Workday Pro Compensation - MBT Handling in Allowance Adjustments.

Workday Community - Retain Basis Total Option.

NEW QUESTION # 29

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