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Workday-Pro-Compensation Exam

Workday Pro Compensation Exam

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Workday Workday-Pro-Compensation Exam Syllabus Topics:

Topic	Details
Topic 1	<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 2	<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 3	<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 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.
Topic 5	<ul style="list-style-type: none"> • 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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WorkdayProCompensationExam Sample Questions (Q21-Q26):

NEW QUESTION # 21

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. Only include compensation plans. Remove retirement plans.
- C. Create and assign a fixed compensation basis.
- D. Move the compensation basis ranking to 50.

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 # 22

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 # 23

An employee is eligible for these compensation bases:

- * International Compensation (ranking 2)
- * Management Compensation (ranking 1)
- * Sales Compensation (ranking 3)

What compensation basis will display as the employee's primary compensation basis?

- A. Sales Compensation
- **B. Management Compensation**
- C. International Compensation
- D. Total Base Pay

Answer: B

Explanation:

* When multiple compensation bases apply to an employee, Workday selects the primary basis based on ranking (lowest number = highest priority).

* Rankings here:

* Management = 1

* International = 2

* Sales = 3

* Therefore, Management Compensation is the primary basis.

Why not the others?

- * B. Sales Compensation# Ranked lowest (3).
- * C. International Compensation# Ranked 2, lower than Management.
- * D. Total Base Pay# Not listed among eligible ranked bases here.

References:

Workday Pro Compensation - Configurable Compensation Bases: Ranking determines primary basis (lowest rank wins).

NEW QUESTION # 24

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

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

Answer: A

Explanation:

* Guideline warnings in Workday Compensation are configured at the primary compensation basis pay range level.

* These warnings alert HR/Managers if an entered amount is outside 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 # 25

A mobile allowance plan has an amount of \$150 per month. The new amount will be \$200 for those employees using the plan. Employees using an override amount will keep their current difference.

How will you update the plan target and maintain current differences?

- A. Use the Set Up Allowance Plan Adjustment task and select Adjust to New Defaults for Employees Using Override.
- B. Change the allowance plan amounts and rollout the plan to all eligible workers.
- **C. Use the Set Up Allowance Plan Adjustment task and select Adjust by Same Amounts for Employees Using Override.**
- D. Use the Remove Compensation Plan process and rollout the new plan to all eligible workers.

Answer: C

Explanation:

* The business requirement: Raise the default mobile allowance from \$150 # \$200, but keep employees with override amounts at their current difference.

* Using Set Up Allowance Plan Adjustment with the option Adjust by Same Amounts for Employees Using Override ensures that:

* The default is increased by \$50.

* Employees with overrides will also receive a \$50 adjustment (preserving their override difference).

Why not the others?

* B. Change plan amounts & rollout# Would overwrite override amounts, losing differences.

* C. Remove and rollout new plan# Unnecessary and disruptive.

* D. Adjust to New Defaults# Would reset overrides to default, eliminating differences.

References:

Workday Pro Compensation - Allowance Plan Adjustments: Adjust by same amount option maintains override differences.

Workday Community - Managing Plan Adjustments.

NEW QUESTION # 26

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