

Workday-Pro-Compensation Accurate Answers | Actual Workday-Pro-Compensation Test



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

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WorkdayProCompensationExam Sample Questions (Q45-Q50):

NEW QUESTION # 45

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

When you hire an employee in Dublin, Ireland, what amount does Workday default?

- **A. \$100 USD**
- B. €0 EUR
- C. \$0 USD
- D. €80 EUR

Answer: A

Explanation:

- * The allowance plan has a default = \$100 USD, plus profiles for Toronto, Paris, Sydney.
- * Dublin (Ireland) does not have a profile yet, so Workday defaults to the plan default value.
- * Since the default is \$100 USD, that is the value assigned at hire.

Why not the others?

- * A. €0 EUR# No such rule; Workday always uses defaults when profiles are missing.
- * C. €80 EUR# That's Paris profile, not Dublin.
- * D. \$0 USD# Incorrect because the plan default is not zero but \$100.

References:

Workday Pro Compensation - Allowance Plan Defaults vs Profiles: If no profile exists for location, the default value applies.
Workday Community - Compensation Plan Defaulting Rules.

NEW QUESTION # 46

You create a new bonus plan to replace an existing bonus plan.

How can you easily remove the existing bonus plan from all employees?

- A. Use the Request Bonus Payment web service to remove employees from the existing plan.
- B. Use the Change Job task to remove employees from the existing plan.
- C. Edit the bonus plan with an appropriate effective date and mark the plan as Inactive.
- **D. Use the Remove Compensation Plans from Employees task and select a compensation eligibility rule that identifies employees assigned to the plan.**

Answer: D

Explanation:

- * To retire or replace an existing bonus plan, you need to mass-remove it from all employees currently assigned.
- * The standard Workday task for this is Remove Compensation Plans from Employees, which allows you to:
 - * Select the compensation plan to remove.
 - * Apply an eligibility rule to identify affected employees.
- * This is efficient and ensures employees no longer carry the outdated plan.

Why not the others?

- * A. Mark plan inactive# Prevents new assignments but doesn't remove existing employee assignments.
- * C. Request Bonus Payment web service# Used for issuing payments, not removing plans.
- * D. Change Job# Not appropriate for mass plan removal.

References:

Workday Pro Compensation - Compensation Plan Lifecycle Management: Removing old plans requires the Remove Compensation Plans from Employee task.

NEW QUESTION # 47

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. Assigned Ineligible Compensation Components
- B. This plan won't appear on the report
- C. Assigned Eligible 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.
- * D. 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 # 48

What is the purpose of the compensation element?

- A. It ties compensation to the eligibility rules.
- B. It ties compensation to benefit deductions.
- C. It ties compensation to requisition compensation.
- **D. It ties compensation to payroll earnings.**

Answer: D

Explanation:

A compensation element in Workday is the foundational link between a compensation plan (e.g., salary, bonus, allowance) and payroll processing.

* When you assign a compensation plan (like a car allowance, bonus, or salary plan), Workday requires a compensation element that directly maps to a payroll earning code.

* This ensures that the pay component flows into payroll correctly, appears on pay slips, and is taxable /deductible as designed.

Why not the others?

- * B. Requisition compensation- Job requisitions use compensation packages for recruiting, but elements are not tied to requisitions.
- * C. Eligibility rules- Eligibility determines who can receive the plan, not the element itself.
- * D. Benefit deductions- Those are handled by benefit deduction elements, not compensation elements.

References:

Workday Pro Compensation Training: Compensation elements map compensation plans to payroll earnings.

Workday Community - Compensation Elements Overview: Confirms the purpose of elements is payroll integration, not eligibility or benefits.

NEW QUESTION # 49

A customer has several one-time payment plans within a tenant. They want to ensure that during a payment event a single one-time payment is submitted.

How should this be configured?

- A. Do not enable Multiple One-Time Payments within the Edit Tenant Setup - HCM > Compensation
- B. Enable Multiple One-Time Payments within the Edit Tenant Setup - HCM > Compensation
- C. Segment security to the Domain: One Time Payment
- D. Use a rule-based business process definition

Answer: A

Explanation:

* If you want to restrict employees so they can only submit a single one-time payment per payment event, you must ensure that Multiple One-Time Payments is not enabled in tenant setup.

* When disabled, Workday enforces one plan per effective date/reason.

Why not the others?

* A. Segment security# Controls data access, not number of payments allowed.

* B. Rule-based BP# Governs approvals/workflow, not structural system behavior.

* C. Enable Multiple One-Time Payments# Would allow multiple entries (opposite of requirement).

References:

Workday Pro Compensation - Tenant Setup for One-Time Payments.

NEW QUESTION # 50

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