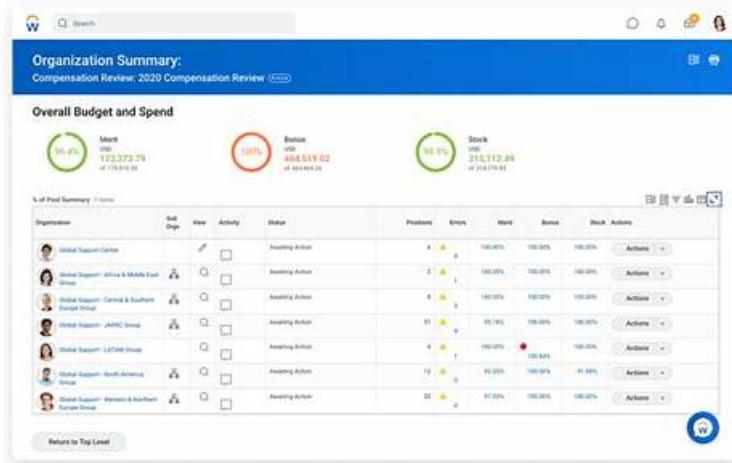


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Workday Workday-Pro-Compensation Exam Syllabus Topics:

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">Operational Reporting: In data systems, operational reporting provides insights into real-time operational activities and current performance details.
Topic 3	<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 4	<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 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 (Q36-Q41):

NEW QUESTION # 36

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

Answer: C

Explanation:

* In Workday, one-time payments (like signing bonuses) must flow from Offer to 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 # 37

What report allows you to view the compensation components that the worker is assigned and eligible for, unassigned and eligible for, and assigned and ineligible for?

- A. Compensation Summary
- **B. Employee Compensation Audit**
- C. Employee Compensation Details by Job Profile
- D. Compensation Rule Assignment

Answer: B

Explanation:

* The Employee Compensation Audit report shows, for each worker:
* Assigned & eligible compensation components.
* Unassigned but eligible components.
* Assigned but ineligible components.
* This makes it the primary tool for validating comp assignments against eligibility rules.

Why not the others?

* A. Employee Compensation Details by Job Profile# Focuses on job profiles, not assignment eligibility.
* C. Compensation Summary# Summary-level report, not eligibility vs. assignment detail.
* D. Compensation Rule Assignment# Shows rules applied to plans, not worker assignment detail.

References:

Workday Pro Compensation - Employee Compensation Audit Guide.

NEW QUESTION # 38

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

Answer: D

Explanation:

* For Total Cost (India), the requirement is that only 50% of total compensation 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 # 39

What is the advantage of using default compensation for requisition compensation?

- A. **Every applicant hired using the same job requisition receives consistent compensation values.**
- B. Default compensation enables the establishment of compensation guidelines, plans, and plan amounts on a position.
- C. You can view the eligible plans when proposing compensation using the By Compensation Package and Rule or By Compensation Rule options.
- D. Every employee who hires into that position receives the same compensation values.

Answer: A

Explanation:

* Default compensation for requisition compensation ensures that all hires from a requisition default to the same plan amounts/rates, supporting consistency in offers.

* This prevents discrepancies between candidates applying for the same role and requisition.

Why not the others?

- * A. Guidelines on a position# Position compensation is separate from requisition compensation.
- * C. Every employee in position receives same compensation# Controlled by position defaults, not requisition.
- * D. Eligible plans view# That's determined by compensation package setup, not requisition defaults.

References:

Workday Pro Compensation - Requisition Compensation Defaults: Ensures consistency of compensation values for all hires through the requisition.

NEW QUESTION # 40

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

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

Answer: C

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 # 41

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