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Workday Workday-Pro-Compensation Exam Syllabus Topics:

Topic	Details
Topic 1	• 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	• Operational Reporting: In data systems, operational reporting provides insights into real-time operational activities and current performance details.
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	• 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 5	• 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.

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WorkdayProCompensationExam Sample Questions (Q35-Q40):

NEW QUESTION # 35

A customer configured a step-based grade with a progression sequence that uses eligibility rules. The design will progress an employee if the employee does not have a poor performance rating.

Performance is measured from 1 - 5, with selection list 1 being poor performance, and selection list 5 being outstanding performance.

The progression sequence is as follows:

* Step 1 is $25 Hourly
* Step 2 is $30 Hourly
* Step 3 is $35 Hourly

What should the conditional logic be?

- A. Step 1 and Step 2 require condition logic that evaluates if performance review rating is in the selection list 1.
- B. Step 1 and Step 2 require condition logic that evaluates if performance review rating is not in the selection list 1.
- C. Step 2 and Step 3 require condition logic that evaluates if performance review rating is not in the selection list 1.
- D. Step 1, Step 2, and Step 3 require condition logic that evaluates if performance review rating is in the selection list 1.

Answer: C

Explanation:
* The design requires that employees only progress if they do NOT have poor performance (rating = 1).
* Thus:
* Step 1 = entry, no condition needed.
* Step 2 and Step 3 require conditional logic: Performance rating # 1.
* This ensures employees can only progress beyond Step 1 if their performance is above "poor." Why not the others?
* A. All steps require condition logic rating = 1# Would block all progress (wrong condition).
* C. Step 1 and 2 require # 1# Step 1 is the baseline, no condition required.
* D. Step 1 and 2 require rating = 1# Opposite of requirement, would keep poor performers eligible.
References:
Workday Pro Compensation - Step Progression with Conditional Logic: Conditional rules can block progression based on performance criteria.
Workday Community - Step-based Progression Setup.

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. The Request One-Time Payment business process needs to include an approval step.
- B. The Request One-Time business process security policy must include the Initiator for the Review action.
- C. You must add Request One-Time Payment as a subprocess of the Hire business process.
- D. You must include the Signing Bonus one-time payment in the Compensation Package.

Answer: C

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 # 37

On March 5, you need to award a group of employees an equity adjustment base pay increase effective March
1. It will be processed when payroll runs on March 31. You asked managers to communicate the change by March 20.

How can you ensure this increase will not be available to employees in Workday until March 21?

- A. Enter an Actual End Date of March 1.
- B. Enter an Expected End Date of March 31.
- C. Change the Effective Date of the base pay changes to March 5.
- D. Enter an Employee Visibility Date of March 21.

Answer: D

Explanation:
* Effective Date (March 1)= When the pay increase is valid for payroll.
* Employee Visibility Date (March 21)= When employees can actually see the change in Workday.
* This allows managers to communicate the increase by March 20, and employees only see it from March
21 onward, while payroll processes it correctly on March 31.
Why not the others?
* A. Expected End Date March 31# Used to close plans, not to control visibility.
* B. Actual End Date March 1# Would end the plan immediately.
* D. Effective Date March 5# Wrong; payroll needs it effective March 1.
References:
Workday Pro Compensation - Effective Dating & Visibility Dates:Visibility date allows decoupling of when changes are effective vs.
when employees see them.

NEW QUESTION # 38
While creating an offer, you realize that default compensation configured on the job requisition is defaulting on the offer. The location
is changing, which may impact the candidate's eligibility to certain compensation elements.
How can you ensure that Workday runs eligibility rules during the Offer business process even when default compensation exists on
the job requisition?

- A. Select the Enable Defaulting Based on Changes to Guidelines setting in Edit Tenant Setup - HCM.
- B. Edit the Offer business process security policy.
- C. Select the Enable Eligibility Rule Performance Enhancement for Compensation Plan Profiles setting in Edit Tenant Setup - HCM.
- D. Select the Run Eligibility Rules when there is Requisition Compensation setting in Edit Tenant Setup - HCM.

Answer: D

Explanation:
* By default, if compensation defaults from the requisition, Workday mayskip eligibility re-checks.
* To ensure eligibility rules arealways executedduring the Offer process (especially if location, job family, or country changes),
enable:
* Run Eligibility Rules when there is Requisition CompensationinEdit Tenant Setup - HCM.
Why not the others?
* B. Enable Defaulting Based on Guidelines# Controls guideline defaults, not eligibility evaluation.
* C. Edit Offer business process security# Security won't trigger eligibility rules.
* D. Enable Eligibility Rule Performance Enhancement# Improves performance but doesn't force rule execution.
References:
Workday Pro Compensation - Tenant Setup Options:Run Eligibility Rules ensures recalculation during Offer with requisition defaults.
Workday Community - Compensation Rule Defaulting in Offers.

NEW QUESTION # 39
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 Employee Compensation Plans - Allowance report to identify eligible employees and enter via Change Job events.
- C. Run the Compensation Plan Assignment Audit report to identify employees eligible for the plan and enter via Request Compensation Changes.
- D. Use the View Compensation Plan Rollout Process task to assign eligible employees to the plan.

Answer: A

Explanation:
* After creating a newallowance plan, you must assign it to all employees who qualify.
* TheRollout Compensation Plans to Employeestask is the standard Workday process that mass-assigns plans to all workers who meet the eligibility rules.
* This ensures bothcurrent and future eligible employeesreceive 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 # 40

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