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Workday Workday-Pro-Compensation Exam Syllabus Topics:

Topic	Details
Topic 1	<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 2	<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 3	<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 4	<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.

- **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 (Q28-Q33):

NEW QUESTION # 28

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

Answer: D

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 # 29

You need to create a car allowance plan. In order for your compensation plan to be paid by payroll, you determine you need to create a compensation element. What task do you use to set up the compensation element?

- A. Maintain Compensation Element Groups
- B. Edit Tenant Setup HCM
- C. Map Compensation Elements to Payroll Earnings
- **D. Maintain Compensation Elements**

Answer: D

Explanation:

When setting up a car allowance plan(or any allowance/compensation plan in Workday), you must ensure that it is tied to payroll through the correctcompensation element.

Here's the breakdown of the options:

* Maintain Compensation Elements#

- * This task is where you create, configure, and manage compensation elements.
 - * Every compensation plan (like salary, allowance, bonus) must be associated with a compensation element, which then links to payroll earnings for processing.
 - * For a car allowance, you would create a new compensation element (type = allowance) so that payroll can recognize and pay it.
 - * Maintain Compensation Element Groups
 - * This is used to group multiple compensation elements together for easier administration, reporting, or eligibility rules.
 - * It does not create the element itself, so it's not the right task here.
 - * Map Compensation Elements to Payroll Earnings
 - * This step is necessary after the element exists, to map the element to the correct payroll earning code (so payroll knows how to pay it).
 - * However, you can't map something that hasn't been created yet.
 - * Edit Tenant Setup HCM
 - * This is a higher-level tenant configuration task for broad HCM settings (security, defaults, integrations, etc.).
 - * It is not used for creating compensation elements.
- # The correct first step to create a car allowance compensation plan that can be processed by payroll is to use the task Maintain Compensation Elements.
- References (Workday Pro Compensation knowledge & training):
- * Workday Pro Compensation Training: Compensation elements are the foundation for linking plans to payroll. The "Maintain Compensation Elements" task is where new elements are created.
 - * Workday Community - Compensation Element Setup Guide: Clarifies the difference between creating (Maintain Compensation Elements), grouping (Maintain Compensation Element Groups), and mapping (Map Compensation Elements to Payroll Earnings).
 - * Workday Payroll & Compensation Integration Documentation: Requires elements to be defined before they can be mapped to earnings.

NEW QUESTION # 30

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

Answer: B

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 # 31

A recruiter is proposing compensation for a candidate during the offer stage. The recruiter would like to change the value of the home internet allowance from \$50 AUD to \$100 AUD, but they are unable to.

Why is the recruiter unable to change the amount?

- A. The allowance plan is not included in the compensation package.
- **B. The allowance plan has the No Override checkbox selected.**
- C. The candidate is eligible for more than one compensation package.
- D. The candidate is not eligible for a plan profile.

Answer: B

Explanation:

* If the recruiter cannot change the allowance amount (e.g., from \$50 AUD to \$100 AUD), the most likely reason is that the allowance plan is configured with No Override selected.

* No Override prevents users from modifying the default plan amounts during transactions.

Why not the others?

* A. Plan not in package# If missing, it wouldn't appear at all, not appear but be locked.

* B. Eligible for more than one package# Doesn't prevent changing amounts.

* C. Not eligible for profile# Would prevent plan assignment, not lock override fields.

References:

Workday Pro Compensation - Allowance Plan Configuration: No Override restricts modifications to plan amounts.

NEW QUESTION # 32

You need to identify employees assigned to bonus plans for which they are not eligible.

What report will you use?

- A. Employees Assigned Multiple Bonus Plans
- **B. Employee Compensation Audit**
- C. View Rollout Compensation Plan Rollout Process
- D. Compensation Spreadsheet

Answer: B

Explanation:

* The Employee Compensation Audit report identifies mismatches, such as employees:

* Assigned to comp plans for which they are not eligible.

* Missing comp plans they should have.

* It is the standard audit tool for verifying eligibility alignment with assigned compensation.

Why not the others?

* B. Rollout Process report# Tracks rollout actions, not eligibility mismatches.

* C. Employees Assigned Multiple Bonus Plans# Only checks duplicate plan assignments.

* D. Compensation Spreadsheet# Used for review/updates, not eligibility audits.

References:

Workday Pro Compensation - Audit Reports: Employee Compensation Audit identifies eligibility issues.

#Final Verified answer: A. Employee Compensation Audit.

NEW QUESTION # 33

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