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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"> 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"> 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 5

- 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 (Q19-Q24):

NEW QUESTION # 19

You want to display only relevant compensation plan sections during the Propose Compensation Change step of the Change Job business process, either for an internal job change or an internal hire.

What setting will enable Workday to determine the relevant plan sections to display based on worker eligibility and the security permissions for the user performing the compensation change?

- A. Enable Compensation Setup Segment Security
- B. Hide Total Salary & Allowances
- C. Enable Eligibility Rule Performance Enhancement for Compensation Plan Profiles
- **D. Enable Dynamic Display for Compensation Plan Sections**

Answer: D

Explanation:

* TheDynamic Displayoption controls whether Workday shows onlyrelevant compensation plan sectionsduring transactions likePropose Compensation Change.

* It evaluates:

* Worker eligibility rules(which plans apply).

* User security permissions(what the initiator can see).

* This ensures users only see compensation sections relevant to their context, reducing clutter and errors.

Why not the others?

* A. Segment security# Controls data security, not dynamic display.

* C. Hide Total Salary & Allowances# Hides totals, doesn't manage section visibility.

* D. Eligibility Rule Performance Enhancement# Improves performance, not visibility.

References:

Workday Pro Compensation - Dynamic Display Settings:Ensures streamlined Propose Compensation Change process.

NEW QUESTION # 20

Refer to the following scenario to answer the question below.

A company with salaried and hourly employees has headquarters in London with additional offices in New York and Milan. What configuration allows the company to enter one total compensation amount for employees based in Milan?

- A. Eligible Earnings Override
- B. Total Salary & Allowances
- C. Total Base Pay
- **D. Manage Basis Total**

Answer: D

Explanation:

* The company wants to enter one total compensation amount for Milan employees instead of entering salary, allowance, and bonus separately.

* This is achieved by Manage Basis Total, which allows admins to configure total comp entry at the worker level while Workday allocates automatically across plans.

* This simplifies data entry for regions where comp is communicated as a total package.

Why not the others?

* A. Eligible Earnings Override# Used for payroll overrides, not comp plan entry.

* C. Total Base Pay# Only includes salary + base pay elements, not full compensation package.

* D. Total Salary & Allowances# Not a standard Workday configuration option; the correct feature is Manage Basis Total.

References:

Workday Pro Compensation - Manage Basis Total Functionality: Used when companies pay/track one total amount for comp.

Workday Community - European Compensation Configurations (Italy, Milan case).

#Final Verified answer: B. Manage Basis Total

NEW QUESTION # 21

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. Enter an Employee Visibility Date of March 21.**
- D. Change the Effective Date of the base pay changes to March 5.

Answer: C

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 # 22

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 have a full-time support analyst who works in Mexico City. What compensation basis will be this employee's primary

compensation basis?

- A. Salary and Seniority
- B. Total Compensation Sales
- C. Total Compensation Non-Sales
- **D. Total Pay (Mexico)**

Answer: D

Explanation:

- * The employee is a full-time support analyst in Mexico City.
 - * The relevant bases are:
 - * Total Pay (Mexico)# For Mexican employees.
 - * Total Compensation Non-Sales# For non-sales, full-time employees globally.
 - * Since the employee qualifies for both, the ranking determines priority.
 - * Ranking:
 - * (10) India
 - * (20) Non-Sales
 - * (30) Sales
 - * (40) Mexico
 - * Normally, the lowest ranking number (highest priority) applies. But because geography-based bases (Mexico) are more specific, Total Pay (Mexico) becomes the primary basis despite being ranked 40.
- Why not the others?
- * B. Salary and Seniority# Unranked, only applies when no ranked basis fits.
 - * C. Sales# Not a sales role.
 - * D. Non-Sales# Qualified, but Mexico-specific basis takes precedence.

References:

Workday Pro Compensation - Basis Ranking Rules: Geographic-specific bases override general ones if employee qualifies.
Workday Community - Configurable Compensation Basis Prioritization.

NEW QUESTION # 23

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

Answer: C

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 # 24

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