# Workday-Pro-Compensation New Questions | Testking Workday-Pro-Compensation Exam Questions

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## Workday Workday-Pro-Compensation Exam Syllabus Topics:

| Topic | Details |
|-------|---------|
| Topic 1 | • 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 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. |
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| Topic 5 | • 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. |
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# Testking Workday-Pro-Compensation Exam Questions, Workday-Pro-Compensation New Learning Materials

Most people are nervous and anxious to take part in the Workday-Pro-Compensation exam for the first time. Then it is easy for them to make mistakes. So it is important to get familiar with the real test environment. Also, the real test environment of the Workday-Pro-Compensation Study Materials can help you control time. After all, you must submit your practice in limited time in Workday-Pro-Compensation practice materials. Trust in our Workday-Pro-Compensation training guide, and you will get success for sure.

## WorkdayProCompensationExam Sample Questions (Q14-Q19):

**NEW QUESTION # 14**
You enter a date in the Actual End Date field of a compensation plan.
When will Workday remove the plan from the employee's record?

- A. On the last day of the month plus one day.
- B. On the actual end date plus one day.
- C. On the actual end date.
- D. On the last day of the pay period plus one day.

**Answer: B**

Explanation:
* In Workday, when you set an Actual End Date on a compensation plan, the plan remains active through that date.
* Workday automatically removes the plan the day after the entered actual end date.
* Example: If Actual End Date = March 31, the plan is removed effective April 1.
Why not the others?
* B. Last day of the month +1# Too restrictive; not always tied to month-end.
* C. On the actual end date# Wrong; the plan is valid through the end date.
* D. Last day of the pay period +1# Not relevant; tied to end date, not pay periods.
References:
Workday Pro Compensation - Plan End Dating Rules: Actual End Date +1 day removes the plan.

**NEW QUESTION # 15**
An employee is transferring from one supervisory organization to another and they are subject to compensation change.
What compensation business process will the Change Job transaction trigger?

- A. Propose Compensation Change
- B. Propose Compensation Offer
- C. Request Compensation Change
- D. Propose Compensation Hire

**Answer: A**

Explanation:
* When an employee undergoes a Change Job(e.g., transferring between supervisory orgs), Workday triggers the Propose Compensation Change business process if compensation is impacted.
* This allows HR/Comp to adjust salary, allowances, or other plans based on the new job/org details.
Why not the others?
* A. Propose Compensation Offer# Used during hire/recruiting offers, not job changes.

* B. Request Compensation Change# Typically a standalone process, not triggered automatically by Change Job.
* C. Propose Compensation Hire# Used at hire events, not transfers.
References:
Workday Pro Compensation - Business Process Integration:Change Job triggersPropose Compensation Changewhen comp changes are required.
Workday Community - Change Job & Compensation Flow.


**NEW QUESTION # 16**
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. Every employee who hires into that position receives the same compensation values.
* D. You can view the eligible plans when proposing compensation using the By Compensation Package and Rule or By Compensation Rule options.

**Answer: A**

Explanation:
* Default compensation for requisition compensationensures thatall 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 bycompensation package setup, not requisition defaults.
References:
Workday Pro Compensation - Requisition Compensation Defaults:Ensures consistency of compensation values for all hires through the requisition.
Workday Community - Recruiting Compensation Configuration.


**NEW QUESTION # 17**
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. How do you configure pay ranges for the Software Engineer job profile in each location?

* A. Create one compensation grade for each location and attach it to the job profile.
* B. Create one compensation grade with multiple eligibility rules.
* C. Create one compensation grade with profiles for each location and attach it to the job profile.
* D. Create three compensation grades and attach them to three job profiles.

**Answer: C**

Explanation:
* Compensationgradesdefine pay ranges, andgrade profilesallow variation bylocation, job family, or other attributes.
* In this case, the Software Engineer role exists inLondon, New York, and Milan, so the best practice is to:
* Createone compensation grade(Software Engineer).
* Addgrade profilesfor each location, each with its own pay range.
* Attach thegrade(with all profiles) to the job profile.
Why not the others?
* A. One grade per location# Duplicates maintenance effort; profiles exist for this purpose.
* B. Three grades tied to three job profiles# Unnecessary; job profile is the same role globally.
* D. One grade with eligibility rules# Eligibility determines who qualifies, not pay ranges per location.
References:
Workday Pro Compensation - Compensation Grades & Profiles Guide:Profiles allow different pay ranges for same grade across locations.
Workday Community - Global Grade Profiles Best Practice.

**NEW QUESTION # 18**

What is the primary purpose of assigning a Compensation Grade to a Job Profile?

- A. To default the salary or hourly range for employees in that job
- B. To establish employees' default compensation frequency
- C. To set employees' target compensation amount
- D. To determine employees' eligibility for bonus plans

**Answer: A**

Explanation:
* Assigning a compensation grade to a job profile links that job to a defined pay range (min, midpoint, max).
* This ensures that whenever employees are hired or promoted into the job profile, Workday defaults the pay range guidance automatically.
* Managers and HR can then use this information to propose fair and competitive pay.
Why not the others?
* B. Target compensation amount# Target comp is usually set at the employee or plan level, not the grade.
* C. Eligibility for bonus plans# Controlled via eligibility rules, not compensation grades.
* D. Compensation frequency# Determined by plan setup (annual, monthly, hourly), not by grades.
References:
Workday Pro Compensation - Compensation Grades & Profiles: Grades default ranges for jobs, guiding compensation decisions.
Workday Community - Job Profile & Grade Integration.

**NEW QUESTION # 19**

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