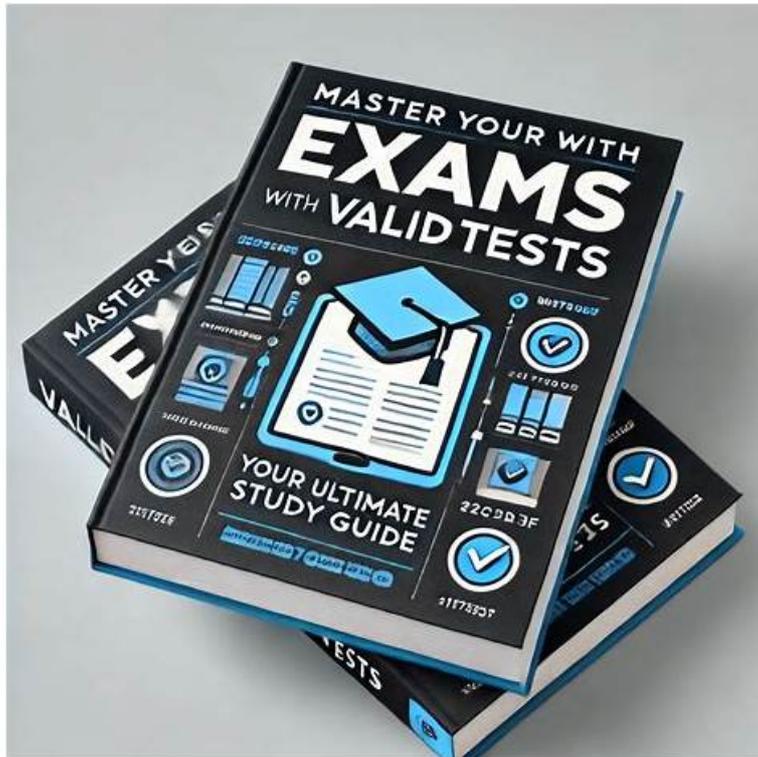


Workday's Workday-Pro-Compensation Exam Questions Offer Realistic Practice and Accurate Answers for Your Success



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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"> 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"> Operational Reporting: In data systems, operational reporting provides insights into real-time operational activities and current performance details.
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

- **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.

>> **Workday-Pro-Compensation Study Reference** <<

Exam Workday-Pro-Compensation Questions Answers, Passing Workday-Pro-Compensation Score

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WorkdayProCompensationExam Sample Questions (Q44-Q49):

NEW QUESTION # 44

A company's employees based in Italy get paid 13 times in the year compared to the rest of the employees. What base pay plan supports additional months, weeks, or days of pay?

- A. Unit salary plan
- **B. Period salary plan**
- C. Salary plan
- D. Hourly plan

Answer: B

Explanation:

* A Period Salary Plan in Workday supports paying employees more than 12 times per year (e.g., 13 or 14 payments for regions like Italy or Spain).

* This allows payroll to spread annual salary across the correct number of pay periods.

Why not the others?

* A. Unit salary plan- Pays based on units (like per credit hour for faculty), not extra months.

* B. Hourly plan- Pays by worked hours, not relevant to salaried employees.

* D. Salary plan- Standard salary plan assumes 12 months and does not support extra pay periods.

References:

Workday Pro Compensation - Salary Plans Overview: Period salary plans are designed for geographies with >12 pay cycles per year.

Workday Community - Global Compensation Setup: Confirms Italy's 13-month pay is supported via Period Salary Plan.

NEW QUESTION # 45

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

Answer: C

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 # 46

When using the Set Up Allowance Plan Adjustment task to update an allowance plan amount, you must ensure employees Managed by Basis Total (MBT) will have no change to their primary compensation basis after their allowance plan amount is updated and instead will reallocate all other compensation in the MBT calculation.

How can you ensure this happens?

- A. Clear the Retain Basis Total checkbox on the employee's primary compensation basis.
- **B. Select Retain Basis Total for MBT Employees on the Set Up Allowance Plan Adjustment task.**
- C. Clear the Manage Basis Total checkbox on the employee's primary compensation basis.
- D. Select Adjust to New Defaults on the Set Up Allowance Plan Adjustment task.

Answer: B

Explanation:

* Employees managed by Manage Basis Total (MBT) require their primary compensation basis total to remain unchanged when allowance plan adjustments are made.

* By selecting Retain Basis Total for MBT Employees, Workday keeps the overall basis constant and reallocates other plans in the MBT calculation instead of increasing the total.

Why not the others?

* A. Clear MBT checkbox# Would remove MBT management completely.

* C. Clear Retain Basis Total# Opposite of required behavior.

* D. Adjust to New Defaults# Updates values, but doesn't enforce retention of MBT total.

References:

Workday Pro Compensation - MBT Handling in Allowance Adjustments.

Workday Community - Retain Basis Total Option.

NEW QUESTION # 47

Refer to the following scenario to answer the question below.

An allowance plan has a default value of \$100 USD. The plan has three profiles:

* \$110 CAD - all Toronto employees are eligible

* €80 EUR - all Paris employees are eligible

* \$120 AUD - all Sydney employees are eligible

When you hire an employee in Dublin, Ireland, what amount does Workday default?

- A. €0 EUR
- **B. \$100 USD**
- C. \$0 USD
- D. €80 EUR

Answer: B

Explanation:

* The allowance plan has a default = \$100 USD, plus profiles for Toronto, Paris, Sydney.

* Dublin (Ireland) does not have a profile yet, so Workday defaults to the plan default value.

* Since the default is \$100 USD, that is the value assigned at hire.

Why not the others?

- * A. €0 EUR# No such rule; Workday always uses defaults when profiles are missing.
- * C. €80 EUR# That's Paris profile, not Dublin.
- * D. \$0 USD# Incorrect because the plan default is not zero but \$100.

References:

Workday Pro Compensation - Allowance Plan Defaults vs Profiles: If no profile exists for location, the default value applies.
Workday Community - Compensation Plan Defaulting Rules.

NEW QUESTION # 48

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

Answer: A

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 # 49

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