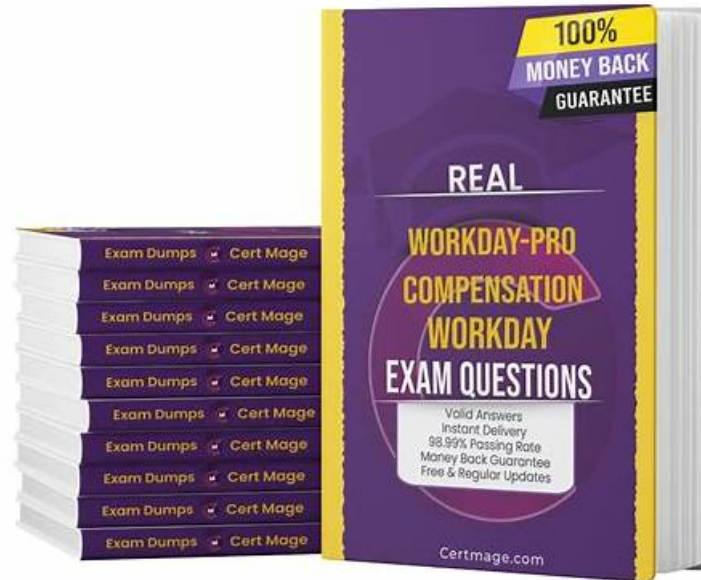


# Comprehensive Workday Workday-Pro-Compensation Questions in PDF Format



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

Topic	Details
Topic 1	<ul style="list-style-type: none"> <li>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.</li> </ul>
Topic 2	<ul style="list-style-type: none"> <li>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.</li> </ul>
Topic 3	<ul style="list-style-type: none"> <li>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.</li> </ul>
Topic 4	<ul style="list-style-type: none"> <li>Compensation Management: Compensation management refers to the HR discipline focused on ensuring fair and balanced administration of employee rewards and recognition programs.</li> </ul>

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

>> **Study Materials Workday-Pro-Compensation Review** <<

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### WorkdayProCompensationExam Sample Questions (Q52-Q57):

#### NEW QUESTION # 52

A manager is proposing compensation for an employee and is only able to assign the car allowance. When the compensation partner approves the compensation change, they are able to assign any allowance plan configured in the tenant, even if the employee is not eligible for those plans.

What security domain allows the compensation partner to assign allowance plans that the employee is not eligible for?

- A. Worker Data: Compensation for Managers
- **B. Add Compensation Plans: Add Allowance**
- C. Select Any Compensation Package
- D. Worker Data: Compensation Plan Type

**Answer: B**

Explanation:

\* The scenario describes a compensation partner being able to assign any allowance plan, even when the employee is not eligible.

\* This is controlled by the security domain "Add Compensation Plans: Add Allowance", which allows users with access to bypass eligibility and directly assign allowance plans.

Why not the others?

\* A. Worker Data: Compensation Plan Type# Governs visibility to compensation data, not bypassing eligibility.

\* B. Select Any Compensation Package# Pertains to choosing packages, not adding allowance plans outside eligibility.

\* C. Worker Data: Compensation for Managers# Grants managers ability to propose comp, but does not override eligibility.

References:

Workday Pro Compensation - Security Domains for Compensation Plans:"Add Compensation Plans: Add Allowance" allows assignment of ineligible allowance plans.

#### NEW QUESTION # 53

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

**Answer: A**

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 # 54

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. Every employee who hires into that position receives the same compensation values.
- C. Default compensation enables the establishment of compensation guidelines, plans, and plan amounts on a position.
- 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 compensation ensures that all 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 by compensation 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 # 55

You want to award multiple one-time payments for an employee with different one-time payment plans and different scheduled payment dates while sharing the same reason and effective date.

What will you configure to allow this?

- A. Configure the same eligibility rules on all one-time payment plans and include them in the compensation package.
- B. Edit the business process definition for Request One-Time Payment and add a Review step for HR Partner.
- C. Select **Enable Multiple One-Time Payments on Edit Tenant Setup - HCM**.
- D. Select Disable Pay Date Help Text for One-Time and Referral Payment Processes on Edit Tenant Setup - HCM.

**Answer: C**

Explanation:

\* By default, Workday restricts one-time payments so that only one plan per effective date/reason can be entered.

\* To allow multiple one-time payments (different plans and pay dates, same effective date/reason), you must enable:

\* "Enable Multiple One-Time Payments" in Edit Tenant Setup - HCM.

Why not the others?

\* A. Add Review step for HR Partner# Impacts workflow, not configuration.

\* B. Disable Pay Date Help Text# Only changes help text display, not functionality.

\* D. Configure same eligibility rules & package# Doesn't override the one-payment-per-effective-date limitation.

References:

Workday Pro Compensation - Tenant Setup for One-Time Payments: Multiple one-time payments option enables different plans under the same effective date.

### NEW QUESTION # 56

A company is in the process of introducing pay ranges for specific job profiles to ensure fair and competitive compensation, which are implemented as compensation grades in Workday. What role do compensation grades fulfill within the Workday compensation framework?

- A. To determine the employee's eligibility for overtime pay.
- B. To connect the salary amount to payroll earnings.
- C. To calculate which compensation basis is used for reporting.
- **D. To provide guidance when entering pay rates during a transaction.**

**Answer: D**

Explanation:

\* Compensation grades in Workday define pay ranges (minimum, midpoint, maximum) for job profiles.

\* Their purpose is guidance during compensation transactions (hire, promotion, merit increase, etc.), ensuring pay is competitive and consistent.

\* They do not enforce payroll mapping or overtime eligibility directly but help managers and HR align salary offers to market ranges. Why not the others?

\* B. Connect salary to payroll# That is done by compensation elements, not grades.

\* C. Overtime eligibility# Determined by work hours & worker type, not grades.

\* D. Compensation basis for reporting# Controlled by comp basis setup, not grades.

References:

Workday Pro Compensation Training - Compensation Grades: Defines grades as "guidelines for pay ranges used during compensation transactions." Workday Community - Compensation Grades Overview.

### NEW QUESTION # 57

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