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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"> 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"> 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"> Compensation Management: Compensation management refers to the HR discipline focused on ensuring fair and balanced administration of employee rewards and recognition programs.
Topic 5	<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.

WorkdayProCompensationExam Sample Questions (Q55-Q60):

NEW QUESTION # 55

An employee is eligible for these compensation bases:

- * International Compensation (ranking 2)
- * Management Compensation (ranking 1)
- * Sales Compensation (ranking 3)

What compensation basis will display as the employee's primary compensation basis?

- A. International Compensation
- B. Total Base Pay
- C. Sales Compensation
- **D. Management Compensation**

Answer: D

Explanation:

* When multiple compensation bases apply to an employee, Workday selects the primary basis based on ranking (lowest number = highest priority).

* Rankings here:

* Management = 1

* International = 2

* Sales = 3

* Therefore, Management Compensation is the primary basis.

Why not the others?

* B. Sales Compensation# Ranked lowest (3).

* C. International Compensation# Ranked 2, lower than Management.

* D. Total Base Pay# Not listed among eligible ranked bases here.

References:

Workday Pro Compensation - Configurable Compensation Bases: Ranking determines primary basis (lowest rank wins).

NEW QUESTION # 56

You need to identify employees assigned to bonus plans for which they are not eligible.
What report will you use?

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

Answer: A

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 # 57

What does the Gross Up checkbox on the one-time payment plan indicate?

- A. You want Workday to show the taxes to the user when requesting a one-time payment.
- B. You want Workday to require a compensation partner to manually update the gross up amount when requesting a one-time payment.
- **C. You want Workday to automatically adjust the one-time payment so the employee receives the full amount after taxes.**
- D. You want Workday to apply taxes on the one-time payment.

Answer: C

Explanation:

- * Gross Up= Adjusting a payment so that after tax deductions, the employee takes home the intended net amount.
- * Example: If you want an employee to net \$1,000, and taxes are 20%, Workday will calculate and issue ~\$1,250 gross so the employee keeps \$1,000 after taxes.

Why not the others?

- * A. Show taxes to user# Not what Gross Up does.
- * B. Manual update required# Gross up is automated, not manual.
- * C. Apply taxes normally# Workday already applies taxes; gross up goes further by adjusting amounts.

References:

Workday Pro Compensation - One-Time Payment Plan Setup: Gross Up ensures net payment equals requested amount.

Workday Community - Gross Up Functionality.

NEW QUESTION # 58

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

Answer: B

Explanation:

* The Dynamic Display option controls whether Workday shows only relevant compensation plan sections during transactions like Propose 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 # 59

You created a new one-time payment plan and enabled employees to request payments for themselves. While testing, you notice that an existing custom validation for the Request One-Time Payment process also applies to the Request One-Time Payment for Self process.

How can you ensure these validations do not run for employees requesting one-time payments for themselves?

- **A. Use Maintain Custom Validations and use One Time Payment Event for Self field to exclude these types of events.**
- B. Use Maintain Custom Validations and add new validations that should apply only for employees requesting one-time payments for themselves.
- C. Use Configure Options Fields for Request One Time Payment for Self to exclude the fields that are triggering the validations.
- D. Remove Employee as Self from the Worker Data: Request One-Time Payment security domain.

Answer: A

Explanation:

* Maintain Custom Validations allows you to refine which events validations apply to.

* Workday distinguishes between Request One-Time Payment (manager/HR initiated) and Request One-Time Payment for Self (employee initiated).

* By using the One Time Payment Event for Self field, you can exclude self-service events from being validated by the existing custom validations.

Why not the others?

* B. Add new validations# Would duplicate rules rather than exclude them.

* C. Remove Employee as Self from security domain# Would block employees from submitting requests, not exclude validations.

* D. Configure Options Fields# Controls fields displayed, not validation logic.

References:

Workday Pro Compensation - Custom Validations Guide: Validations can be scoped to specific business processes, including "for self" variants.

Workday Community - One-Time Payment Event for Self Validation Handling

NEW QUESTION # 60

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