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Workday Workday-Pro-Compensation Exam Syllabus Topics:

Topic	Details
Topic 1	<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.
Topic 2	<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 3	<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 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	<ul style="list-style-type: none">Operational Reporting: In data systems, operational reporting provides insights into real-time operational activities and current performance details.

WorkdayProCompensationExam Sample Questions (Q14-Q19):

NEW QUESTION # 14

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

Answer: B

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 # 15

A mobile allowance plan has an amount of \$150 per month. The new amount will be \$200 for those employees using the plan.

Employees using an override amount will keep their current difference.

How will you update the plan target and maintain current differences?

- A. Use the Remove Compensation Plan process and rollout the new plan to all eligible workers.
- **B. Use the Set Up Allowance Plan Adjustment task and select Adjust by Same Amounts for Employees Using Override.**
- C. Change the allowance plan amounts and rollout the plan to all eligible workers.
- D. Use the Set Up Allowance Plan Adjustment task and select Adjust to New Defaults for Employees Using Override.

Answer: B

Explanation:

* The business requirement: Raise the default mobile allowance from \$150 to \$200, but keep employees with override amounts at their current difference.

* Using Set Up Allowance Plan Adjustment with the option Adjust by Same Amounts for Employees Using Override ensures that:

* The default is increased by \$50.

* Employees with overrides will also receive a \$50 adjustment (preserving their override difference).

Why not the others?

* B. Change plan amounts & rollout# Would overwrite override amounts, losing differences.

* C. Remove and rollout new plan# Unnecessary and disruptive.

* D. Adjust to New Defaults# Would reset overrides to default, eliminating differences.

References:

Workday Pro Compensation - Allowance Plan Adjustments: Adjust by same amount option maintains override differences.

Workday Community - Managing Plan Adjustments.

NEW QUESTION # 16

While creating an offer, you realize that default compensation configured on the job requisition is defaulting on the offer. The location is changing, which may impact the candidate's eligibility to certain compensation elements.

How can you ensure that Workday runs eligibility rules during the Offer business process even when default compensation exists on the job requisition?

- A. Select the Enable Defaulting Based on Changes to Guidelines setting in Edit Tenant Setup - HCM.
- **B. Select the Run Eligibility Rules when there is Requisition Compensation setting in Edit Tenant Setup - HCM.**
- C. Edit the Offer business process security policy.
- D. Select the Enable Eligibility Rule Performance Enhancement for Compensation Plan Profiles setting in Edit Tenant Setup - HCM.

Answer: B

Explanation:

* By default, if compensation defaults from the requisition, Workday may skip eligibility re-checks.

* To ensure eligibility rules are always executed during the Offer process (especially if location, job family, or country changes), enable:

* Run Eligibility Rules when there is Requisition Compensation in Edit Tenant Setup - HCM.

Why not the others?

* B. Enable Defaulting Based on Guidelines# Controls guideline defaults, not eligibility evaluation.

* C. Edit Offer business process security# Security won't trigger eligibility rules.

* D. Enable Eligibility Rule Performance Enhancement# Improves performance but doesn't force rule execution.

References:

Workday Pro Compensation - Tenant Setup Options: Run Eligibility Rules ensures recalculation during Offer with requisition defaults.

Workday Community - Compensation Rule Defaulting in Offers.

NEW QUESTION # 17

Airplane pilots receive a base salary as compensation. They also receive compensation based on the number of kilometers flown. The more they fly, the more they get paid. You need to create a plan to show estimated wages based on kilometers flown to include in an offer letter. What type of plan should you create?

- A. Period salary plan
- B. One-time payment plan
- C. Unit salary plan
- D. Unit-based allowance plan

Answer: C

Explanation:

- * A Unit Salary Plan pays based on units worked (e.g., miles, credits, or kilometers).
- * In this case, pilots earn extra based on kilometers flown, making unit salary plan the correct choice.
- * It also supports estimation of wages for offer letters since you can project based on expected units.

Why not the others?

- * A. Unit-based allowance plan# Allowances are flat recurring payments, not tied to actual units worked.
- * B. One-time payment# Used for bonuses or ad hoc payments, not recurring per-unit pay.
- * D. Period salary plan# Handles additional pay periods, not per-unit payments.

References:

Workday Compensation Plans Training: Unit salary plans are designed for recurring, unit-driven pay like teaching credits or mileage.
Workday Community - Unit Salary Plans.

NEW QUESTION # 18

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 Employee Visibility Date of March 21.
- C. Change the Effective Date of the base pay changes to March 5.
- D. Enter an Expected End Date of March 31.

Answer: B

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 # 19

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