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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">• 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">• 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">• 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 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 (Q44-Q49):

NEW QUESTION # 44

What report lists all compensation components using any eligibility rule?

- A. Compensation Spreadsheet
- **B. Compensation Rule Assignment**
- C. Compensation Changes
- D. Employee Compensation Audit

Answer: B

Explanation:

* The Compensation Rule Assignment report lists all compensation components (plans, packages, elements, etc.) that are using eligibility rules.

* This helps administrators verify where and how eligibility rules are applied across the system.

Why not the others?

* B. Employee Compensation Audit# Focuses on mismatches between eligibility and assignments, not all rules in use.

* C. Compensation Spreadsheet# Shows comp details, not eligibility rules.

* D. Compensation Changes# Tracks transaction history, not rule assignments.

References:

Workday Pro Compensation - Audit & Reporting Tools: Rule Assignment report = all components tied to rules.

NEW QUESTION # 45

You create a new bonus plan to replace an existing bonus plan.

How can you easily remove the existing bonus plan from all employees?

- A. Edit the bonus plan with an appropriate effective date and mark the plan as Inactive.
- B. Use the Change Job task to remove employees from the existing plan.
- C. Use the Request Bonus Payment web service to remove employees from the existing plan.
- **D. Use the Remove Compensation Plans from Employees task and select a compensation eligibility rule that identifies**

employees assigned to the plan.

Answer: D

Explanation:

- * To retire or replace an existing bonus plan, you need to mass-remove it from all employees currently assigned.
- * The standard Workday task for this is Remove Compensation Plans from Employees, which allows you to:
- * Select the compensation plan to remove.
- * Apply an eligibility rule to identify affected employees.
- * This is efficient and ensures employees no longer carry the outdated plan.

Why not the others?

- * A. Mark plan inactive# Prevents new assignments but doesn't remove existing employee assignments.
- * C. Request Bonus Payment web service# Used for issuing payments, not removing plans.
- * D. Change Job# Not appropriate for mass plan removal.

References:

Workday Pro Compensation - Compensation Plan Lifecycle Management: Removing old plans requires the Remove Compensation Plans from Employees task.

NEW QUESTION # 46

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

Answer: D

Explanation:

- * The business requirement: Raise the default mobile allowance from \$150 # \$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 # 47

You have a seniority dynamic calculated plan to increase the amount of the plan every three years of an employee's employment. An employee reaches their sixth anniversary. What do you need to do to make sure this employee's plan updates with the new amount?

- A. You need to schedule a Mass Operation Management task to evaluate and update anyone assigned to the dynamic plan.
- **B. You do not need to do anything. Workday will check daily and automatically change the amount for the employee.**
- C. You need to create a custom audit report to identify employees who reach their anniversary, and then submit a Request Compensation Change to run the calculation and update the amount for the employee.
- D. You need to set up the Schedule Automatic Step Progression task so Workday is on schedule to process the calculation on the anniversary and change the amount for the employee.

Answer: B

Explanation:

- * A seniority dynamic calculated plan automatically adjusts based on worker attributes such as length of service.

* Workday evaluates dynamic calculations daily, ensuring that once an employee reaches their 3-year, 6-year, or other milestone, the plan amount updates automatically without manual intervention.

Why not the others?

- * A. Audit report + Request Compensation Change- Unnecessary; dynamic plans do not require manual updates.
- * B. Schedule Automatic Step Progression- That applies to step progression plans, not dynamic calculated plans.
- * C. Mass Operation Management- Used for bulk updates, but not required here because Workday auto-updates dynamic plans.

References:

Workday Pro Compensation - Dynamic Calculated Plans Guide: Dynamic plans are self-updating based on employee data, recalculated daily.

Workday Community - Dynamic Plan Functionality: Confirms no manual action is needed for anniversary-based increases.

NEW QUESTION # 48

What report can you use to view employees who get a compensation change at an earlier effective date than an existing compensation change with a subsequent date, including future effective dated changes?

- **A. Out of Order Compensation Changes**
- B. Compensation Changes
- C. Future Payment Audit
- D. Employee Compensation Audit

Answer: A

Explanation:

* Out of Order Compensation Changes Report identifies employees with compensation changes entered with earlier effective dates than existing future-dated changes.

* This prevents conflicts in comp history and ensures payroll/comp processing accuracy.

Why not the others?

- * A. Employee Compensation Audit# Audits eligibility and assignment mismatches, not date conflicts.
- * B. Future Payment Audit# Focuses on scheduled payments, not comp changes.
- * D. Compensation Changes# General report, doesn't flag sequencing issues.

References:

Workday Pro Compensation - Compensation Change Reporting: Out of Order Compensation Changes is the dedicated report for effective date sequencing issues.

Workday Community - Troubleshooting Out of Sequence Changes.

NEW QUESTION # 49

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