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

Topic	Details
Topic 1	<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>
Topic 2	<ul style="list-style-type: none"><li>• Operational Reporting: In data systems, operational reporting provides insights into real-time operational activities and current performance details.</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>• 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 5	<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>

## WorkdayProCompensationExam Sample Questions (Q10-Q15):

### NEW QUESTION # 10

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

**Answer: A**

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 # 11

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

**Answer: D**

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 # 12

A customer configured a step-based grade with a progression sequence that uses eligibility rules. The design will progress an employee if the employee does not have a poor performance rating.

Performance is measured from 1 - 5, with selection list 1 being poor performance, and selection list 5 being outstanding performance.

The progression sequence is as follows:

\* Step 1 is \$25 Hourly

\* Step 2 is \$30 Hourly

\* Step 3 is \$35 Hourly

What should the conditional logic be?

- A. Step 1, Step 2, and Step 3 require condition logic that evaluates if performance review rating is in the selection list 1.
- B. Step 1 and Step 2 require condition logic that evaluates if performance review rating is not in the selection list 1.
- C. Step 1 and Step 2 require condition logic that evaluates if performance review rating is in the selection list 1.
- **D. Step 2 and Step 3 require condition logic that evaluates if performance review rating is not in the selection list 1.**

**Answer: D**

Explanation:

\* The design requires that employees only progress if they do NOT have poor performance (rating = 1).

\* Thus:

\* Step 1= entry, no condition needed.

\* Step 2 and Step 3 require conditional logic: Performance rating # 1.

\* This ensures employees can only progress beyond Step 1 if their performance is above "poor." Why not the others?

\* A. All steps require condition logic rating = 1# Would block all progress (wrong condition).

\* C. Step 1 and 2 require # 1# Step 1 is the baseline, no condition required.

\* D. Step 1 and 2 require rating = 1# Opposite of requirement, would keep poor performers eligible.

References:

Workday Pro Compensation - Step Progression with Conditional Logic: Conditional rules can block progression based on performance criteria.

Workday Community - Step-based Progression Setup.

### NEW QUESTION # 13

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

**Answer: D**

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 # 14

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

**Answer: C**

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 # 15

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