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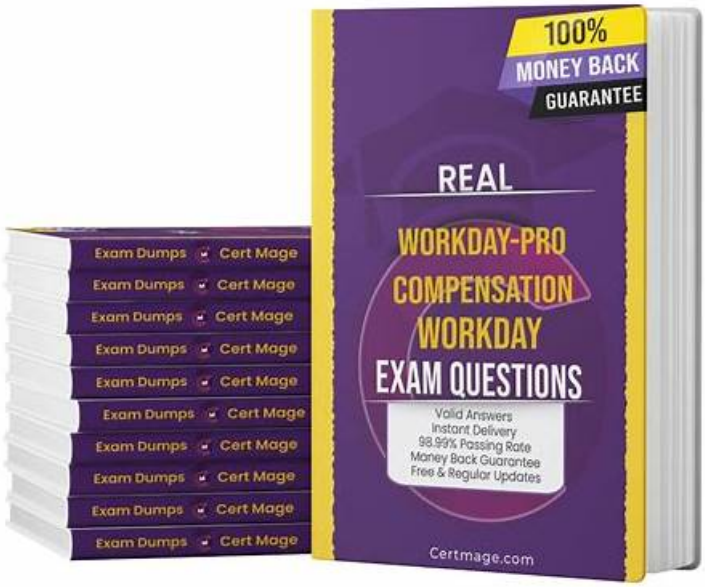

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Workday Workday-Pro-Compensation Exam Syllabus Topics:

Topic	Details
Topic 1	• 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 2	• Compensation Management: Compensation management refers to the HR discipline focused on ensuring fair and balanced administration of employee rewards and recognition programs.
Topic 3	• Operational Reporting: In data systems, operational reporting provides insights into real-time operational activities and current performance details.
Topic 4	• 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	• 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 (Q44-Q49):

NEW QUESTION # 44
For the past four years, your company offered employees a $3,000 annual housing allowance plan. The company wants to increase this plan to $3,500 annually and make sure the existing employees on the plan get the new amount granted to them.
How would you make this change so that new and existing employees receive the new amount?

- A. Run the Set Up Allowance Plan Adjustment task to change the amount and indicate that you want to adjust to new defaults for the employees.
- B. Edit the allowance plan with the new effective date and change the Plan Amount.
- C. Use the Request Compensation Change process for the existing employees to edit the allowance plan to reflect the new amount.
- D. Create a new housing allowance plan for the new amount and add it to the compensation package.

Answer: A

Explanation:
* To increase thehousing allowance plan from $3,000 # $3,500and update both new and existing employees:
* UseSet Up Allowance Plan Adjustmentwith optionAdjust to New Defaults.
* This updates all employees on the plan to the new standard amount while ensuring future hires also default to the updated value.
Why not the others?
* A. Create a new plan# Creates unnecessary duplication, complicating reporting.
* B. Edit the allowance plan directly# Updates default for future, but not current employees.
* D. Request Compensation Change per employee# Manual, time-consuming, not scalable.
References:
Workday Pro Compensation - Allowance Plan Adjustments:"Adjust to New Defaults" is the method to update current assignments.

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

Answer: A

Explanation:
* To retire or replace an existingbonus plan, you need to mass-remove it from all employees currently assigned.
* The standard Workday task for this isRemove Compensation Plans from Employees, which allows you to:
* Select thecompensation planto remove.
* Apply aneligibility ruleto 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 theRemove Compensation Plans from Employeestask.

NEW QUESTION # 46
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. Unit-based allowance plan
- B. Unit salary plan
- C. Period salary plan
- D. One-time payment plan

Answer: B

Explanation:
* AUnit Salary Planpays based onunits worked(e.g., miles, credits, or kilometers).
* In this case, pilots earn extra based onkilometers flown, makingunit salary planthe correct choice.
* It also supportsestimation of wagesfor 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 # 47
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. Edit the business process definition for Request One-Time Payment and add a Review step for HR Partner.
- B. Select Disable Pay Date Help Text for One-Time and Referral Payment Processes on Edit Tenant Setup - HCM.
- C. Configure the same eligibility rules on all one-time payment plans and include them in the compensation package.
- D. Select Enable Multiple One-Time Payments on Edit Tenant Setup - HCM.

Answer: D

Explanation:
* By default, Workday restricts one-time payments so that onlyone plan per effective date/reasoncan be entered.
* To allowmultiple one-time payments(different plans and pay dates, same effective date/reason), you must enable:
* "Enable Multiple One-Time Payments"inEdit 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 # 48
You must make a change to an employee's salary without changing other worker details.
What task will you use to make the ad hoc change?

- A. Request One-Time Payment
- B. Transfer, Promote or Change Job
- C. Request Compensation Change
- D. Request Grade Change

Answer: C

Explanation:
* The taskRequest Compensation Changeis specifically forupdating salary or allowanceswithout affecting other worker details (position, job, location).
* This allows an ad hoc adjustment to salary while leaving the rest of the worker's profile unchanged.
Why not the others?
* A. Transfer/Promote/Change Job# Used when job details (title, location, org) change, not just pay.
* C. Request Grade Change# Alters grade, not salary directly.
* D. Request One-Time Payment# Temporary, ad hoc payments, not ongoing salary.
References:
Workday Pro Compensation - Compensation Changes Guide:Salary adjustments without job changes use Request Compensation Change.

NEW QUESTION # 49
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