

# 100% Pass Quiz Workday-Pro-Compensation - WorkdayProCompensationExam Latest Practice Online



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

Topic	Details
Topic 1	<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 2	<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 3	<ul style="list-style-type: none"> <li>• <b>Compensation Management:</b> Compensation management refers to the HR discipline focused on ensuring fair and balanced administration of employee rewards and recognition programs.</li> </ul>
Topic 4	<ul style="list-style-type: none"> <li>• <b>Configurable Security:</b> 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>
Topic 5	<ul style="list-style-type: none"> <li>• <b>Business Process Management (BPM):</b> Business process management (BPM) involves using different approaches to identify, design, analyze, evaluate, refine, and automate business processes for better efficiency.</li> </ul>

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## Workday-Pro-Compensation Test Sample Online, Workday-Pro-Compensation Valid Test Sample

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### WorkdayProCompensationExam Sample Questions (Q33-Q38):

#### NEW QUESTION # 33

A company's employees based in Italy get paid 13 times in the year compared to the rest of the employees. What base pay plan supports additional months, weeks, or days of pay?

- **A. Period salary plan**
- B. Hourly plan
- C. Unit salary plan
- D. Salary plan

**Answer: A**

Explanation:

\* APeriod Salary Planin Workday supports paying employees more than 12 times per year (e.g., 13 or 14 payments for regions like Italy or Spain).

\* This allows payroll to spread annual salary across the correct number of pay periods.

Why not the others?

\* A. Unit salary plan- Pays based on units (like per credit hour for faculty), not extra months.

\* B. Hourly plan- Pays by worked hours, not relevant to salaried employees.

\* D. Salary plan- Standard salary plan assumes 12 months and does not support extra pay periods.

References:

Workday Pro Compensation - Salary Plans Overview:Period salary plans are designed for geographies with >12 pay cycles per year.

Workday Community - Global Compensation Setup:Confirms Italy's 13-month pay is supported via Period Salary Plan.

#### NEW QUESTION # 34

A company is in the process of introducing pay ranges for specific job profiles to ensure fair and competitive compensation, which are implemented as compensation grades in Workday. What role do compensation grades fulfill within the Workday compensation framework?

- **A. To provide guidance when entering pay rates during a transaction.**
- B. To connect the salary amount to payroll earnings.
- C. To determine the employee's eligibility for overtime pay.
- D. To calculate which compensation basis is used for reporting.

**Answer: A**

Explanation:

- \* Compensation grades in Workday define pay ranges (minimum, midpoint, maximum) for job profiles.
  - \* Their purpose is guidance during compensation transactions (hire, promotion, merit increase, etc.), ensuring pay is competitive and consistent.
  - \* They do not enforce payroll mapping or overtime eligibility directly but help managers and HR align salary offers to market ranges.
- Why not the others?
- \* B. Connect salary to payroll# That is done by compensation elements, not grades.
  - \* C. Overtime eligibility# Determined by work hours & worker type, not grades.
  - \* D. Compensation basis for reporting# Controlled by comp basis setup, not grades.

References:

Workday Pro Compensation Training - Compensation Grades: Defines grades as "guidelines for pay ranges used during compensation transactions." Workday Community - Compensation Grades Overview.

### NEW QUESTION # 35

You added a signing bonus during the Offer event, but the signing bonus did not carry forward into the Hire event. What is missing from your configuration?

- A. The Request One-Time business process security policy must include the Initiator for the Review action.
- B. The Request One-Time Payment business process needs to include an approval step.
- C. You must include the Signing Bonus one-time payment in the Compensation Package.
- **D. You must add Request One-Time Payment as a subprocess of the Hire business process.**

**Answer: D**

Explanation:

- \* In Workday, one-time payments (like signing bonuses) must flow from Offer # Hire to remain consistent.
  - \* If the signing bonus added during Offer doesn't carry into Hire, it means the Hire business process is missing the Request One-Time Payment subprocess.
  - \* Adding it ensures that any one-time payments from the offer are automatically included in the hire event.
- Why not the others?
- \* A. Include in package# Package inclusion allows proposal but doesn't ensure carry-forward into Hire.
  - \* B. Add approval step# Workflow step won't fix missing subprocess link.
  - \* D. Update security policy# Security won't solve missing subprocess configuration.

References:

Workday Pro Compensation - Offer & Hire Integration: One-time payments carry into hire only if Request One-Time Payment is a subprocess.

### NEW QUESTION # 36

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

**Answer: A**

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 # 37

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

**Answer: B**

Explanation:

\* The task Request Compensation Change is specifically for updating salary or allowances without 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 # 38

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