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

Topic	Details

Topic 1	<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 2	<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 3	<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 4	<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>
Topic 5	<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>

## WorkdayProCompensationExam Sample Questions (Q49-Q54):

### NEW QUESTION # 49

A recruiter is proposing compensation for a candidate during the offer stage. The recruiter would like to change the value of the home internet allowance from \$50 AUD to \$100 AUD, but they are unable to.

Why is the recruiter unable to change the amount?

- A. The candidate is not eligible for a plan profile.
- B. The allowance plan has the No Override checkbox selected.
- C. The candidate is eligible for more than one compensation package.
- D. The allowance plan is not included in the compensation package.

**Answer: B**

Explanation:

\* If the recruiter cannot change the allowance amount (e.g., from \$50 AUD to \$100 AUD), the most likely reason is that the allowance plan is configured with No Override selected.

\* No Override prevents users from modifying the default plan amounts during transactions.

Why not the others?

\* A. Plan not in package# If missing, it wouldn't appear at all, not appear but be locked.

\* B. Eligible for more than one package# Doesn't prevent changing amounts.

\* C. Not eligible for profile# Would prevent plan assignment, not lock override fields.

References:

Workday Pro Compensation - Allowance Plan Configuration: No Override restricts modifications to plan amounts.

### NEW QUESTION # 50

Refer to the following scenario to answer the question below.

An allowance plan has a default value of \$100 USD. The plan has three profiles:

\* \$110 CAD - all Toronto employees are eligible

\* €80 EUR - all Paris employees are eligible

\* \$120 AUD - all Sydney employees are eligible

When you hire an employee in Dublin, Ireland, what amount does Workday default?

- A. €0 EUR
- B. \$100 USD
- C. €80 EUR
- D. \$0 USD

**Answer: B**

Explanation:

- \* The allowance plan has a default = \$100 USD, plus profiles for Toronto, Paris, Sydney.
- \* Dublin (Ireland) does not have a profile yet, so Workday defaults to the plan default value.
- \* Since the default is \$100 USD, that is the value assigned at hire.

Why not the others?

- \* A. €0 EUR# No such rule; Workday always uses defaults when profiles are missing.
- \* C. €80 EUR# That's Paris profile, not Dublin.
- \* D. \$0 USD# Incorrect because the plan default is not zero but \$100.

References:

Workday Pro Compensation - Allowance Plan Defaults vs Profiles: If no profile exists for location, the default value applies.

Workday Community - Compensation Plan Defaulting Rules.

### NEW QUESTION # 51

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. One-time payment plan
- **C. Unit salary plan**
- D. Period salary 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 # 52

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

**Answer: D**

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 # 53

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

**Answer: C**

Explanation:

\* A Period Salary Plan in 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 # 54

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