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Workday Workday-Pro-Compensation Exam Syllabus Topics:

Topic	Details
Topic 1	<ul style="list-style-type: none">Operational Reporting: In data systems, operational reporting provides insights into real-time operational activities and current performance details.
Topic 2	<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 3	<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 4	<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 5	<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.

Workday Pro Compensation Exam Sample Questions (Q54-Q59):

NEW QUESTION # 54

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 # 55

What report allows you to view the compensation components that the worker is assigned and eligible for, unassigned and eligible for, and assigned and ineligible for?

- A. Compensation Summary
- **B. Employee Compensation Audit**
- C. Compensation Rule Assignment
- D. Employee Compensation Details by Job Profile

Answer: B

Explanation:

* The Employee Compensation Audit report shows, for each worker:

* Assigned & eligible compensation components.

* Unassigned but eligible components.

* Assigned but ineligible components.

* This makes it the primary tool for validating comp assignments against eligibility rules.

Why not the others?

* A. Employee Compensation Details by Job Profile# Focuses on job profiles, not assignment eligibility.

* C. Compensation Summary# Summary-level report, not eligibility vs. assignment detail.

* D. Compensation Rule Assignment# Shows rules applied to plans, not worker assignment detail.

References:

Workday Pro Compensation - Employee Compensation Audit Guide.

NEW QUESTION # 56

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

Answer: B

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 # 57

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

You want to give employees in Dublin, Ireland €90 EUR in the allowance. How can you ensure that employees in Ireland receive the correct localized amount during hire without affecting the rate for employees hired in the US?

- A. Use the Request Compensation Change business process and update the amount to €90 EUR.
- B. Use the Set Up Allowance Plan Adjustment task and select the No Override checkbox.
- **C. Use the Edit Allowance Plan task and add a €90 EUR plan profile for Ireland.**
- D. Use the Set Up Allowance Plan Adjustment task and update the plan default value to €90 EUR.

Answer: C

Explanation:

* The correct way to give Dublin employees €90 is to add a new plan profile specific to Ireland.

* Profiles localize allowance values by country/region, ensuring correct defaults without disrupting global defaults.

Why not the others?

* B. Request Compensation Change# Manual, per employee, not scalable.

* C. Set Up Allowance Plan Adjustment - No Override# Adjustment applies to default, not region- specific.

* D. Update plan default value# Would wrongly affect US and all other non-profile employees.

References:

Workday Pro Compensation - Allowance Plan Profiles:Profiles localize compensation by currency/location.

Workday Community - Setting Profiles in Allowance Plans.

NEW QUESTION # 58

What report lists all compensation components using any eligibility rule?

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

Answer: A

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 # 59

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