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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>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 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 (Q56-Q61):

### NEW QUESTION # 56

When employees request a one-time payment for themselves, they have access to view and update the Gross Up and Send to Payroll checkboxes. Selecting these options could impact their payment.

How can you prevent employees from updating these options?

- A. Configure Optional Fields for Request One-Time Payment for Self to hide the fields.
- B. Configure Optional Fields for Request One-Time Payment to hide the fields.
- C. Remove Employee as Self from the Self-Service: Request One-Time Payment security domain.
- D. Remove Employee as Self from the Self-Service: Payroll security domain.

**Answer: A**

Explanation:

\* Employees requesting one-time payments for self may see sensitive options like Gross Up or Send to Payroll.

\* To prevent them from updating these fields, configure Optional Fields for Request One-Time Payment for Self and hide the checkboxes.

\* This limits their visibility and update access without affecting manager/HR workflows.

Why not the others?

\* A. Optional Fields for Request One-Time Payment# Applies to manager/HR use, not self-service.

\* C. Remove Employee as Self from self-service comp domain# Would block employees from initiating requests entirely.

\* D. Payroll security domain# Payroll security doesn't control compensation request UI fields.

References:

Workday Pro Compensation - Configuring Optional Fields for Self-Service One-Time Payments.

### NEW QUESTION # 57

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

- **D. Management Compensation**

**Answer: D**

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 # 58

When using the Set Up Allowance Plan Adjustment task to update an allowance plan amount, you must ensure employees Managed by Basis Total (MBT) will have no change to their primary compensation basis after their allowance plan amount is updated and instead will reallocate all other compensation in the MBT calculation.

How can you ensure this happens?

- **A. Select Retain Basis Total for MBT Employees on the Set Up Allowance Plan Adjustment task.**
- B. Clear the Manage Basis Total checkbox on the employee's primary compensation basis.
- C. Clear the Retain Basis Total checkbox on the employee's primary compensation basis.
- D. Select Adjust to New Defaults on the Set Up Allowance Plan Adjustment task.

**Answer: A**

Explanation:

\* Employees managed by Manage Basis Total (MBT) require their primary compensation basis total to remain unchanged when allowance plan adjustments are made.

\* By selecting Retain Basis Total for MBT Employees, Workday keeps the overall basis constant and reallocates other plans in the MBT calculation instead of increasing the total.

Why not the others?

\* A. Clear MBT checkbox# Would remove MBT management completely.

\* C. Clear Retain Basis Total# Opposite of required behavior.

\* D. Adjust to New Defaults# Updates values, but doesn't enforce retention of MBT total.

References:

Workday Pro Compensation - MBT Handling in Allowance Adjustments.

Workday Community - Retain Basis Total Option.

### NEW QUESTION # 59

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

**Answer: A**

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 # 60

An employee is currently in the process of being transferred to a new location via the change job business process. Prior to this transfer they were intentionally assigned an allowance plan that has no eligibility criteria, and should continue to hold this plan assignment after the transfer is complete. The compensation partner is responsible for ensuring this plan assignment remains unchanged during this business process.

What should the compensation partner do?

- A. Set up a Plan Adjustment for the Employees using a default target.
- **B. Restore the removed plan using the Propose Compensation Change task.**
- C. Assign the plan via the Roll Out Compensation Plan To Employees task.
- D. Add the removed plan using the Request Compensation Change task.

**Answer: B**

Explanation:

- \* During a Change Job, compensation may be recalculated, and plans with no eligibility criteria may inadvertently be dropped.
- \* The compensation partner must restore the plan after the transfer using Propose Compensation Change.
- \* This ensures the employee retains the allowance assignment without disrupting the change job process.

Why not the others?

- \* A. Roll Out Compensation Plans # Mass rollout, not individual fix.
- \* B. Plan Adjustment # Adjusts targets/amounts, not restores removed plans.
- \* D. Request Compensation Change # Typically for ad hoc changes; restoration during job change is handled via Propose Compensation Change.

References:

Workday Pro Compensation - Change Job & Compensation Handling: Propose Compensation Change restores dropped plans.

### NEW QUESTION # 61

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Thus, you can see how a single decision can bring a lot of positive and fruitful changes in your life. However, if you are thinking about what if you were not able to get the Workday Workday-Pro-Compensation certification or pass the WorkdayProCompensationExam (Workday-Pro-Compensation) exam? Don't worry, you will find it easy to adjust to this new thing and get complete support from the RealValidExam who offer Workday Workday-Pro-Compensation Exam Questions and practice exams for the Workday Workday-Pro-Compensation certification exam.

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