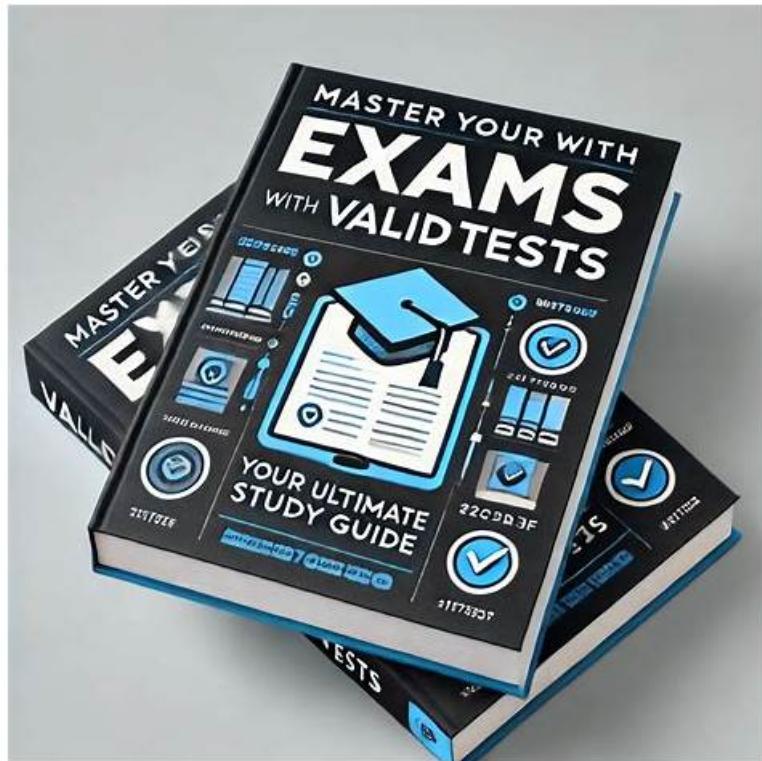


Hot Workday-Pro-Compensation Questions, Workday-Pro-Compensation Exam Answers



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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">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 3	<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 4	<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 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.
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WorkdayProCompensationExam Sample Questions (Q25-Q30):

NEW QUESTION # 25

You need to identify employees assigned to bonus plans for which they are not eligible.

What report will you use?

- A. Compensation Spreadsheet
- **B. Employee Compensation Audit**
- C. Employees Assigned Multiple Bonus Plans
- D. View Rollout Compensation Plan Rollout Process

Answer: B

Explanation:

- * The Employee Compensation Audit report identifies mismatches, such as employees:
- * Assigned to comp plans for which they are not eligible.
- * Missing comp plans they should have.
- * It is the standard audit tool for verifying eligibility alignment with assigned compensation.

Why not the others?

- * B. Rollout Process report# Tracks rollout actions, not eligibility mismatches.
- * C. Employees Assigned Multiple Bonus Plans# Only checks duplicate plan assignments.
- * D. Compensation Spreadsheet# Used for review/updates, not eligibility audits.

References:

Workday Pro Compensation - Audit Reports: Employee Compensation Audit identifies eligibility issues.

#Final Verified answer: A. Employee Compensation Audit.

NEW QUESTION # 26

What is the purpose of the compensation element?

- **A. It ties compensation to payroll earnings.**
- B. It ties compensation to requisition compensation.
- C. It ties compensation to the eligibility rules.
- D. It ties compensation to benefit deductions.

Answer: A

Explanation:

A compensation element in Workday is the foundational link between a compensation plan (e.g., salary, bonus, allowance) and payroll processing.

* When you assign a compensation plan (like a car allowance, bonus, or salary plan), Workday requires a compensation element that directly maps to a payroll earning code.

* This ensures that the pay component flows into payroll correctly, appears on pay slips, and is taxable /deductible as designed.

Why not the others?

* B. Requisition compensation- Job requisitions use compensation packages for recruiting, but elements are not tied to requisitions.

* C. Eligibility rules- Eligibility determines who can receive the plan, not the element itself.

* D. Benefit deductions- Those are handled by benefit deduction elements, not compensation elements.

References:

Workday Pro Compensation Training: Compensation elements map compensation plans to payroll earnings.

Workday Community - Compensation Elements Overview: Confirms the purpose of elements is payroll integration, not eligibility or benefits.

NEW QUESTION # 27

A manager is proposing compensation for an employee and is only able to assign the car allowance. When the compensation partner approves the compensation change, they are able to assign any allowance plan configured in the tenant, even if the employee is not eligible for those plans.

What security domain allows the compensation partner to assign allowance plans that the employee is not eligible for?

- A. Worker Data: Compensation Plan Type
- B. Select Any Compensation Package
- C. Worker Data: Compensation for Managers
- D. **Add Compensation Plans: Add Allowance**

Answer: D

Explanation:

* The scenario describes a compensation partner being able to assign any allowance plan, even when the employee is not eligible.

* This is controlled by the security domain "Add Compensation Plans: Add Allowance", which allows users with access to bypass eligibility and directly assign allowance plans.

Why not the others?

* A. Worker Data: Compensation Plan Type# Governs visibility to compensation data, not bypassing eligibility.

* B. Select Any Compensation Package# Pertains to choosing packages, not adding allowance plans outside eligibility.

* C. Worker Data: Compensation for Managers# Grants managers ability to propose comp, but does not override eligibility.

References:

Workday Pro Compensation - Security Domains for Compensation Plans: "Add Compensation Plans: Add Allowance" allows assignment of ineligible allowance plans.

NEW QUESTION # 28

A compensation partner runs the Employee Compensation Step Progression Audit report and notices seven employees listed on the report.

What should you do?

- A. Use the Change Job business process to move the employees on the report to a new compensation grade and step.
- B. Use the Set Up Grade Job Profile Adjustment task to update the grade assigned to the employees on the report.
- C. Use the Maintain Compensation Steps task and add a progression rule to the steps.
- D. **Use the Schedule Automatic Step Progression task to move eligible employees to the next step.**

Answer: D

Explanation:

* progression but haven't yet been moved to the next step.

* The corrective action is to run Schedule Automatic Step Progression, which processes all eligible employees and updates their step automatically.

Why not the others?

* B. Maintain Compensation Steps + progression rule# Only needed if rules are missing. If employees appear, rules already exist.

* C. Change Job# Not required; step progression is automated.

* D. Set Up Grade Job Profile Adjustment# Used for grade changes, not step progression.

References:

Workday Pro Compensation - Step Progression Process: Audit report + Schedule Automatic Step Progression ensures progression is applied.

NEW QUESTION # 29

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. Edit the allowance plan with the new effective date and change the Plan Amount.
- B. Use the Request Compensation Change process for the existing employees to edit the allowance plan to reflect the new amount.
- C. 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.
- D. Create a new housing allowance plan for the new amount and add it to the compensation package.

Answer: C

Explanation:

* To increase the housing allowance plan from \$3,000 to \$3,500 and update both new and existing employees:

* Use Set Up Allowance Plan Adjustment with option Adjust 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 # 30

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