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Workday Workday-Pro-Compensation Exam Syllabus Topics:

Topic	Details
Topic 1	• 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.
Topic 2	• Operational Reporting: In data systems, operational reporting provides insights into real-time operational activities and current performance details.
Topic 3	• Compensation Management: Compensation management refers to the HR discipline focused on ensuring fair and balanced administration of employee rewards and recognition programs.

Topic 4	• 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	• 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.

WorkdayProCompensationExam Sample Questions (Q17-Q22):

NEW QUESTION # 17
Refer to the following scenario to answer the question below.
A company with salaried and hourly employees has headquarters in London with additional offices in New York and Milan. How do you configure pay ranges for the Software Engineer job profile in each location?

- A. Create one compensation grade for each location and attach it to the job profile.
- B. Create three compensation grades and attach them to three job profiles.
- C. Create one compensation grade with profiles for each location and attach it to the job profile.
- D. Create one compensation grade with multiple eligibility rules.

Answer: C

Explanation:
* Compensationgradesdefine pay ranges, andgrade profilesallow variation bylocation, job family, or other attributes.
* In this case, the Software Engineer role exists inLondon, New York, and Milan, so the best practice is to:
* Createone compensation grade(Software Engineer).
* Addgrade profilesfor each location, each with its own pay range.
* Attach thegrade(with all profiles) to the job profile.
Why not the others?
* A. One grade per location# Duplicates maintenance effort; profiles exist for this purpose.
* B. Three grades tied to three job profiles# Unnecessary; job profile is the same role globally.
* D. One grade with eligibility rules# Eligibility determines who qualifies, not pay ranges per location.
References:
Workday Pro Compensation - Compensation Grades & Profiles Guide:Profiles allow different pay ranges for same grade across locations.
Workday Community - Global Grade Profiles Best Practice.

NEW QUESTION # 18
How do you configure a salary plan to prorate an employee's scheduled hours?

- A. Apply FTE%
- B. Exclude from Merit
- C. Compensation Element
- D. Eligibility Rules

Answer: A

Explanation:
When configuring asalary plan, you can choose whether the plan amount should automatically adjust for part- time employees based onFTE% (Full-Time Equivalent percentage).
* Apply FTE%ensures that the salary plan prorates according to scheduled hours vs. full-time hours.
* Example: If an employee works 50% FTE, a $60,000 annual salary plan will automatically adjust to
$30,000.
Why not the others?
* B. Compensation Element- Elements link plans to payroll but do not control proration.
* C. Eligibility Rules- Define who is eligible, not how amounts are prorated.
* D. Exclude from Merit- Used in merit review processes, unrelated to proration.
References:

Workday Pro Compensation Training:Salary plans have a checkbox "Apply FTE%" to prorate salaries based on work schedule.
Workday Community - Salary Plan Configuration:Confirms FTE% is the method for automatic proration.

NEW QUESTION # 19
You are creating a compensation package.
What can you add to the compensation package?

- A. One-time payment plan
- B. Calculated plan
- C. Retirement plan
- D. Future payment plan

Answer: A

Explanation:
* Acompensation packageis a grouping of multiple compensation plans (salary, allowances, one-time payments, bonuses, etc.).
* Workday allows you tobundle one-time payment plansinto a package (e.g., relocation bonus, signing bonus).
Why not the others?
* A. Retirement plan# Benefits plans are not part of comp packages.
* C. Calculated plan# Standalone, not typically added to comp packages.
* D. Future payment plan# Not a Workday plan type.
References:
Workday Pro Compensation - Compensation Package Setup:Lists allowable plan types (salary, allowance, one-time payment).
Workday Community - Offer Package Setup.

NEW QUESTION # 20
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 allowance plan is not included in the compensation package.
- B. The candidate is not eligible for a plan profile.
- C. The allowance plan has the No Override checkbox selected.
- D. The candidate is eligible for more than one compensation package.

Answer: C

Explanation:
* If the recruiter cannot change the allowance amount (e.g., from$50 AUD # $100 AUD), the most likely reason is that the allowance plan is configured withNo Overrideselected.
* No Overrideprevents 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 # 21
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 1, Step 2, and Step 3 require condition logic that evaluates if performance review rating is in the selection list 1.
- B. Step 1 and Step 2 require condition logic that evaluates if performance review rating is not in the selection list 1.
- C. Step 2 and Step 3 require condition logic that evaluates if performance review rating is not in the selection list 1.
- D. Step 1 and Step 2 require condition logic that evaluates if performance review rating is in the selection list 1.

Answer: C

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 # 22

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