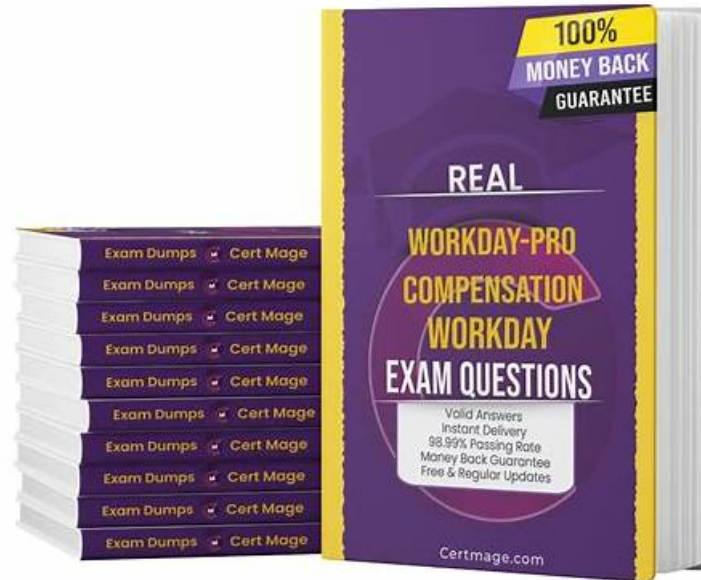


# Authentic Workday Workday-Pro-Compensation Exam Questions by Experts



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

Topic	Details
Topic 1	<ul style="list-style-type: none"> <li>• <b>Workday Human Capital Management:</b> 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 2	<ul style="list-style-type: none"> <li>• <b>Business Process Management (BPM):</b> Business process management (BPM) involves using different approaches to identify, design, analyze, evaluate, refine, and automate business processes for better efficiency.</li> </ul>
Topic 3	<ul style="list-style-type: none"> <li>• <b>Configurable Security:</b> 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 4	<ul style="list-style-type: none"> <li>• <b>Compensation Management:</b> Compensation management refers to the HR discipline focused on ensuring fair and balanced administration of employee rewards and recognition programs.</li> </ul>
Topic 5	<ul style="list-style-type: none"> <li>• <b>Operational Reporting:</b> In data systems, operational reporting provides insights into real-time operational activities and current performance details.</li> </ul>

## New Release Workday Workday-Pro-Compensation Dumps [2026]

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### WorkdayProCompensationExam Sample Questions (Q15-Q20):

#### NEW QUESTION # 15

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. View Rollout Compensation Plan Rollout Process
- D. Employees Assigned Multiple Bonus Plans

**Answer: B**

Explanation:

- \* TheEmployee Compensation Audit reportidentifies 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 # 16

Refer to the following scenario to answer the question below.

A company pays its employees a monthly allowance. Plan targets are dependent on plan profile eligibility rules. There are 100 different types of plan profiles, each with a specific target amount for the eligible population. Sample plan profile eligibility criteria include:

- \* Job Family = Human Resources \$50 USD
- \* Job Family = Sales \$70 USD
- \* Job Family and Country = Human Resources / Australia \$78 AUD
- \* Job Family and Country = Sales / Australia \$110 AUD

One of the compensation administrators has made changes to the eligibility rule for the Sales and Australian plan profile, removing Sales employees. What impact will changing this eligibility rule have?

- A. All Australian employees will automatically be enrolled in the plan.
- B. Sales employees will automatically be removed from the plan.
- **C. Any Australian employee will have an allowance automatically added during a job change and Sales employees will have their allowance automatically removed during a job change.**
- D. A system error will persist.

**Answer: C**

Explanation:

\* If the eligibility rule for Sales / Australia profile is changed to remove "Sales," then all Australian employees (regardless of job family) become eligible.

\* As a result:

\* Any Australian employee moving roles will be assigned the allowance.

\* Sales employees will no longer qualify, so their allowances are automatically removed during compensation/job changes.

Why not the others?

\* A. Sales removed immediately# Removal only happens at a transaction/job change evaluation.

\* C. All Australians automatically enrolled# Not automatic, triggered during job/comp events.

\* D. System error# Not how Workday handles eligibility changes.

References:

Workday Pro Compensation - Allowance Plan Eligibility Rules: Eligibility changes are enforced during transactions (hire, job change, comp change).

Workday Community - Compensation Profiles and Eligibility Handling.

### NEW QUESTION # 17

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

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

**Answer: A**

Explanation:

When configuring a salary plan, you can choose whether the plan amount should automatically adjust for part-time employees based on FTE% (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 # 18

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

**Answer: D**

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 # 19

Your company would like to automatically increase pay after 12 months of employment, but only after 400 hours worked. What configuration will achieve this on compensation steps?

- A. Set a progression rule that counts the number of hours worked.
- **B. Set a duration of 12 months and a step progression rule that counts the number of hours worked.**
- C. Select the "Assign first step during compensation proposal" checkbox and set a progression rule that counts 12 months.
- D. Set a duration of 12 months.

**Answer: B**

Explanation:

In Workday Compensation, step progression is controlled through a combination of duration (time-based eligibility) and progression rules (additional conditions, like hours worked or performance).

Here's how the scenario breaks down:

\* Requirement 1 - 12 months of employment

\* Workday supports step duration, where you can specify that an employee must remain at a step for a defined period before being eligible for the next step.

\* Setting a duration of 12 months ensures that the employee only becomes eligible for a step increase after completing a year in the role.

\* Requirement 2 - 400 hours worked

\* Workday allows you to configure step progression rules that evaluate conditions beyond time, such as hours worked, performance ratings, or other calculated fields tied to the worker.

\* A progression rule counting the number of hours worked ensures that the pay increase is not triggered until the employee meets the required 400 hours.

\* Why not the other options?

\* A. Assign first step during compensation proposal + 12 months rule- This would only apply the first step, but it doesn't enforce the "400 hours worked" requirement.

\* B. Hours worked only- This ignores the requirement of 12 months of employment.

\* C. Duration of 12 months only- This ignores the requirement of 400 hours worked.

Thus, only D (duration + step progression rule) satisfies both conditions simultaneously.

References (from Workday Pro Compensation knowledge & learning resources):

\* Workday Compensation - Step Progression Configuration: Duration enforces time-in-step, while progression rules allow conditions such as hours worked or performance-based eligibility.

\* Workday Pro Training Materials (Compensation module): Step increase rules require combining duration with eligibility/progression conditions for multi-criteria automation.

\* Workday Community - Compensation Step Progression Guide: Confirms that when multiple criteria must be met (e.g., tenure and hours worked), they must be configured in both the duration setting and the progression rule logic.

### NEW QUESTION # 20

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