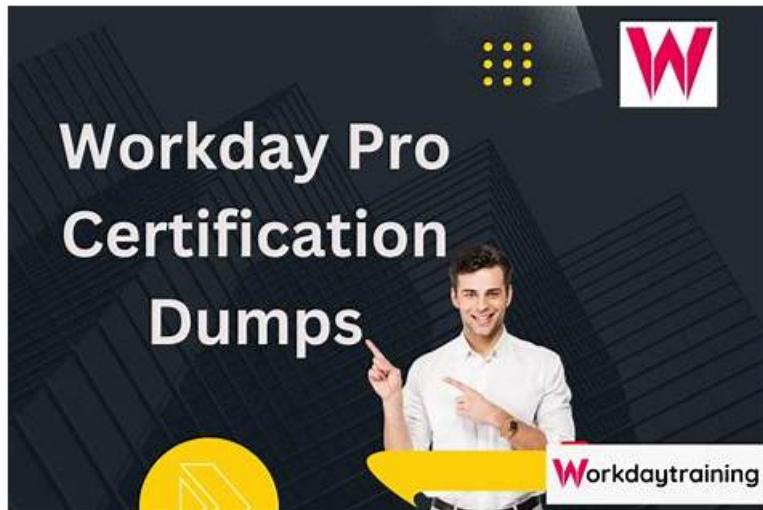


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## Workday Workday-Pro-Compensation Exam Syllabus Topics:

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>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>
Topic 3	<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 4	<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 5	<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>

## Workday Pro Compensation Exam Sample Questions (Q45-Q50):

### NEW QUESTION # 45

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. International Compensation
- B. Total Base Pay
- C. Sales 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 # 46

You have a seniority dynamic calculated plan to increase the amount of the plan every three years of an employee's employment. An employee reaches their sixth anniversary. What do you need to do to make sure this employee's plan updates with the new amount?

- A. You need to schedule a Mass Operation Management task to evaluate and update anyone assigned to the dynamic plan.
- B. You need to create a custom audit report to identify employees who reach their anniversary, and then submit a Request Compensation Change to run the calculation and update the amount for the employee.
- C. You need to set up the Schedule Automatic Step Progression task so Workday is on schedule to process the calculation on the anniversary and change the amount for the employee.
- D. You do not need to do anything. Workday will check daily and automatically change the amount for the employee.

**Answer: D**

Explanation:

- \* A seniority dynamic calculated plan automatically adjusts based on worker attributes such as length of service.
- \* Workday evaluates dynamic calculations daily, ensuring that once an employee reaches their 3-year, 6-year, or other milestone, the plan amount updates automatically without manual intervention.

Why not the others?

- \* A. Audit report + Request Compensation Change- Unnecessary; dynamic plans do not require manual updates.
- \* B. Schedule Automatic Step Progression- That applies to step progression plans, not dynamic calculated plans.
- \* C. Mass Operation Management- Used for bulk updates, but not required here because Workday auto-updates dynamic plans.

References:

Workday Pro Compensation - Dynamic Calculated Plans Guide: Dynamic plans are self-updating based on employee data, recalculated daily.

Workday Community - Dynamic Plan Functionality: Confirms no manual action is needed for anniversary-based increases.

### NEW QUESTION # 47

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

**Answer: C**

Explanation:

- \* If the recruiter cannot change the allowance amount (e.g., from \$50 AUD to \$100 AUD), the most likely reason is that the allowance plan is configured with No Override selected.

\* No Override prevents 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 # 48

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

**Answer: C**

Explanation:

- \* A Period Salary Plan in 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 # 49

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

The HR administrator has made some changes to the Sales job family. The job family now contains the job profile Sales Analyst. When accessing the Employee Compensation Audit report, what column will highlight the allowance plan for the Sales Analyst?

- A. Unassigned Eligible Compensation Components
- B. Assigned Ineligible Compensation Components
- C. This plan won't appear on the report
- D. Assigned Eligible Compensation Components

**Answer: A**

Explanation:

- \* The Employee Compensation Audit Report highlights mismatches between eligibility rules and actual assignments.
- \* Since Sales Analyst is part of Sales job family but eligibility rules may not yet reflect this new job profile, the allowance plan appears under Unassigned Eligible Compensation Components# meaning the employee is eligible but has not yet been assigned the component.

Why not the others?

- \* A. Won't appear# It will appear, because Sales job family has a profile.
- \* B. Assigned Eligible Compensation Components# Only if already assigned.
- \* D. Assigned Ineligible Compensation Components# Not correct, because Sales Analyst job profile makes them eligible.

References:

Workday Pro Compensation - Audit Reporting: Explains difference between Assigned Eligible, Unassigned Eligible, and Assigned Ineligible.

Workday Community - Compensation Audit Report Usage.

## NEW QUESTION # 50

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