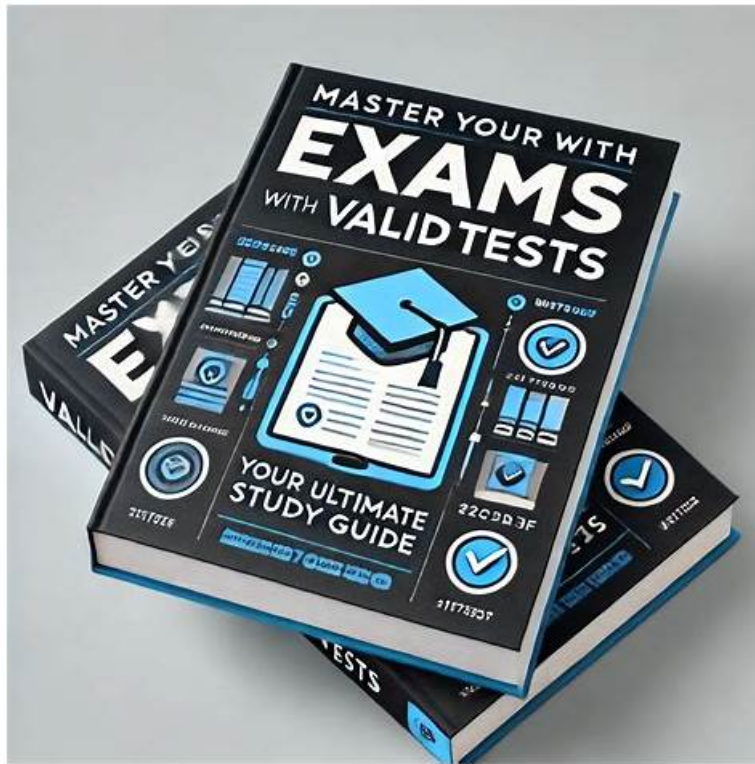


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Workday Workday-Pro-Compensation Exam Syllabus Topics:

Topic	Details
Topic 1	<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 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">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 4	<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 5	<ul style="list-style-type: none">Operational Reporting: In data systems, operational reporting provides insights into real-time operational activities and current performance details.

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WorkdayProCompensationExam Sample Questions (Q17-Q22):

NEW QUESTION # 17

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

Answer: D

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 # 18

A consultant is configuring plan eligibility using organizational membership and job family as the two qualifying factors (inclusive). Five employees meet the job family criteria and 50 employees meet the organization criteria. Rules must be executed at optimal performance.

How does this requirement impact the design of the rule?

- A. Job family will precede organizational membership.
- **B. Organizational membership will precede job family.**
- C. The consultant will remove the job family criterion.
- D. Eligibility is sequenced automatically.

Answer: B

Explanation:

* In Workday, eligibility rules are optimized by sequencing broader population filters first, followed by narrower ones.

* Here:

* Organization = 50 employees

* Job family = 5 employees

* To ensure performance optimization, the system should first filter by organizational membership (50), then apply job family (5).

* This reduces the number of workers Workday needs to evaluate at the second step.

Why not the others?

* B. Eligibility sequenced automatically# Not entirely true; sequencing can be configured for optimization.

* C. Remove job family# Would ignore requirements.

* D. Job family precedes organization# Less efficient, because it would start from 5 but miss optimal evaluation across 50 employees.

References:

Workday Pro Compensation - Eligibility Rule Performance Best Practices: Sequence broader criteria first (org membership) for efficiency.

Workday Community - Rule Design Guidance.

NEW QUESTION # 19

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 Schedule Automatic Step Progression task to move eligible employees to the next 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 Change Job business process to move the employees on the report to a new compensation grade and step.

Answer: A

Explanation:

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

* The corrective action is to runSchedule 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 # 20

While creating an offer, you realize that default compensation configured on the job requisition is defaulting on the offer. The location is changing, which may impact the candidate's eligibility to certain compensation elements.

How can you ensure that Workday runs eligibility rules during the Offer business process even when default compensation exists on the job requisition?

- A. Select the Enable Eligibility Rule Performance Enhancement for Compensation Plan Profiles setting in Edit Tenant Setup - HCM.
- B. Select the Enable Defaulting Based on Changes to Guidelines setting in Edit Tenant Setup - HCM.
- **C. Select the Run Eligibility Rules when there is Requisition Compensation setting in Edit Tenant Setup - HCM.**
- D. Edit the Offer business process security policy.

Answer: C

Explanation:

* By default, if compensation defaults from the requisition, Workday mayskip eligibility re-checks.

* To ensure eligibility rules arealways executedduring the Offer process (especially if location, job family, or country changes), enable:

* Run Eligibility Rules when there is Requisition CompensationinEdit Tenant Setup - HCM.

Why not the others?

* B. Enable Defaulting Based on Guidelines# Controls guideline defaults, not eligibility evaluation.

* C. Edit Offer business process security# Security won't trigger eligibility rules.

* D. Enable Eligibility Rule Performance Enhancement# Improves performance but doesn't force rule execution.

References:

Workday Pro Compensation - Tenant Setup Options:Run Eligibility Rules ensures recalculation during Offer with requisition defaults.
Workday Community - Compensation Rule Defaulting in Offers.

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

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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