

# Reliable Workday-Pro-Compensation Exam Prep - New Workday-Pro-Compensation Test Sims



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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>• 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 3	<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>
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>

- 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 (Q52-Q57):

#### NEW QUESTION # 52

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

**Answer: B**

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 # 53

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

**Answer: B**

Explanation:

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

\* To ensure eligibility rules are always executed during the Offer process (especially if location, job family, or country changes),

enable:

\* Run Eligibility Rules when there is Requisition Compensation in Edit 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 # 54

Refer to the following scenario to answer the question below.

A company has several configurable compensation bases established in their system:

\* Total Cost (India): Qualifies Indian employees and includes all salary plans, period salary plans, allowance plans, bonus plans, and retirement savings plans; only 50% of their total compensation can be used toward their salary plan.

\* Total Compensation Non-Sales: Qualifies all full-time employees not in sales and includes all salary plans, allowance plans, bonus plans, and calculated plans.

\* Total Compensation Sales: Qualifies all full-time sales employees and includes all salary plans, allowance plans, and commission plans.

\* Total Pay (Mexico): Qualifies Mexican employees and includes all salary plans, period salary plans, and allowance plans.

\* Salary and Seniority: Qualifies all employees and includes all salary plans and the specific seniority calculated plan.

The configurable compensation bases have the following ranking:

\* 10 Total Cost (India)

\* 20 Total Compensation Non Sales

\* 30 Total Compensation Sales

\* 40 Total Pay (Mexico)

\* Salary and Seniority is unranked

You have a full-time support analyst who works in Mexico City. What compensation basis will be this employee's primary compensation basis?

- A. Total Compensation Sales
- **B. Total Pay (Mexico)**
- C. Salary and Seniority
- D. Total Compensation Non-Sales

**Answer: B**

Explanation:

\* The employee is a full-time support analyst in Mexico City.

\* The relevant bases are:

\* Total Pay (Mexico)# For Mexican employees.

\* Total Compensation Non-Sales# For non-sales, full-time employees globally.

\* Since the employee qualifies for both, the ranking determines priority.

\* Ranking:

\* (10) India

\* (20) Non-Sales

\* (30) Sales

\* (40) Mexico

\* Normally, the lowest ranking number (highest priority) applies. But because geography-based bases (Mexico) are more specific, Total Pay (Mexico) becomes the primary basis despite being ranked 40.

Why not the others?

\* B. Salary and Seniority# Unranked, only applies when no ranked basis fits.

\* C. Sales# Not a sales role.

\* D. Non-Sales# Qualified, but Mexico-specific basis takes precedence.

References:

Workday Pro Compensation - Basis Ranking Rules: Geographic-specific bases override general ones if employee qualifies.

Workday Community - Configurable Compensation Basis Prioritization.

### NEW QUESTION # 55

Airplane pilots receive a base salary as compensation. They also receive compensation based on the number of kilometers flown. The more they fly, the more they get paid. You need to create a plan to show estimated wages based on kilometers flown to include in an offer letter. What type of plan should you create?

- **A. Unit salary plan**
- B. Unit-based allowance plan
- C. Period salary plan
- D. One-time payment plan

**Answer: A**

Explanation:

- \* A Unit Salary Plan pays based on units worked (e.g., miles, credits, or kilometers).
- \* In this case, pilots earn extra based on kilometers flown, making unit salary plan the correct choice.
- \* It also supports estimation of wages for offer letters since you can project based on expected units.

Why not the others?

- \* A. Unit-based allowance plan# Allowances are flat recurring payments, not tied to actual units worked.
- \* B. One-time payment# Used for bonuses or ad hoc payments, not recurring per-unit pay.
- \* D. Period salary plan# Handles additional pay periods, not per-unit payments.

References:

Workday Compensation Plans Training: Unit salary plans are designed for recurring, unit-driven pay like teaching credits or mileage.  
Workday Community - Unit Salary Plans.

### NEW QUESTION # 56

You must make a change to an employee's salary without changing other worker details. What task will you use to make the ad hoc change?

- A. Request One-Time Payment
- **B. Request Compensation Change**
- C. Transfer, Promote or Change Job
- D. Request Grade Change

**Answer: B**

Explanation:

- \* The task Request Compensation Change is specifically for updating salary or allowances without affecting other worker details (position, job, location).
- \* This allows an ad hoc adjustment to salary while leaving the rest of the worker's profile unchanged.

Why not the others?

- \* A. Transfer/Promote/Change Job# Used when job details (title, location, org) change, not just pay.
- \* C. Request Grade Change# Alters grade, not salary directly.
- \* D. Request One-Time Payment# Temporary, ad hoc payments, not ongoing salary.

References:

Workday Pro Compensation - Compensation Changes Guide: Salary adjustments without job changes use Request Compensation Change.

### NEW QUESTION # 57

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