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Workday Workday-Pro-Compensation Exam Syllabus Topics:

Topic	Details
Topic 1	• Compensation Management: Compensation management refers to the HR discipline focused on ensuring fair and balanced administration of employee rewards and recognition programs.

Topic 2	• 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 3	• 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 4	• Operational Reporting: In data systems, operational reporting provides insights into real-time operational activities and current performance details.
Topic 5	• 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.

WorkdayProCompensationExam Sample Questions (Q33-Q38):

NEW QUESTION # 33

You are creating a compensation eligibility rule. The entry you are making in the Source External Field or Condition Rule column is displaying all valid fields and eligibility rules.
How can you exclude other condition rules?

- A. Place an asterisk before your entry.
- B. Enclose your entry in brackets.
- C. Enter your search in all capital letters.
- D. Enter the prefix "field:" first before your entry.

Answer: D

Explanation:
* In eligibility rule setup, theSource External Field or Condition Rulecolumn shows both fields and condition rules.
* To restrict your entry tofields only, Workday requires theprefixfield:.
* Example: enteringfield:Worker Typeensures only fields appear, excluding other condition rules.
Why not the others?
* B. Brackets# Not a recognized syntax.
* C. All caps# Doesn't change filtering behavior.
* D. Asterisk# Used for wildcard searches, not filtering.
References:
Workday Pro Compensation - Eligibility Rule Building Guide:Syntax uses prefixes such asfield:to filter available options.
Workday Community - Condition Rule Entry Best Practices.

NEW QUESTION # 34

A salary plan uses an eligibility rule that evaluates if pay rate type is salaried.
To minimize data discrepancies, what configuration do you complete next?

- A. Assign the salary plan to job profiles.
- B. Assign pay rate types to job profiles.
- C. Assign a pay rate type to job requisitions.
- D. Modify the eligibility rule to evaluate all job profiles.

Answer: B

Explanation:
* Since the eligibility rule evaluatespay rate type = salaried, you need to ensure every job profile has thecorrect pay rate type assigned.
* This prevents mismatches where employees may not qualify for the salary plan due to missing or inconsistent data.
Why not the others?
* A. Modify rule to evaluate all job profiles# Broadens scope incorrectly; doesn't ensure data integrity.

* C. Pay rate type on job requisitions# Impacts recruiting, not existing employee eligibility.
* D. Assign salary plan to job profiles# Comes after ensuring the pay rate type is consistently set.
References:
Workday Pro Compensation - Eligibility Rules & Job Profiles:Pay rate type must be assigned consistently at the job profile level.
Workday Community - Preventing Data Discrepancies in Eligibility.

NEW QUESTION # 35

When employees request a one-time payment for themselves, they have access to view and update the Gross Up and Send to Payroll checkboxes. Selecting these options could impact their payment.

How can you prevent employees from updating these options?

- A. Remove Employee as Self from the Self-Service: Request One-Time Payment security domain.
- B. Remove Employee as Self from the Self-Service: Payroll security domain.
- C. Configure Optional Fields for Request One-Time Payment for Self to hide the fields.
- D. Configure Optional Fields for Request One-Time Payment to hide the fields.

Answer: C

Explanation:
* Employees requestingone-time payments for selfmay see sensitive options likeGross UporSend to Payroll.
* To prevent them from updating these fields, configureOptional Fields for Request One-Time Payment for Selfand hide the checkboxes.
* This limits their visibility and update access without affecting manager/HR workflows.
Why not the others?
* A. Optional Fields for Request One-Time Payment# Applies to manager/HR use, not self-service.
* C. Remove Employee as Self from self-service comp domain# Would block employees from initiating requests entirely.
* D. Payroll security domain# Payroll security doesn't control compensation request UI fields.
References:
Workday Pro Compensation - Configuring Optional Fields for Self-Service One-Time Payments.

NEW QUESTION # 36

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

Answer: A

Explanation:
* Employees managed byManage Basis Total (MBT)require theirprimary compensation basis totalto remain unchanged when allowance plan adjustments are made.
* By selectingRetain 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 # 37

Refer to the following scenario to answer the question below.
An allowance plan has a default value of $100 USD. The plan has three profiles:
* $110 CAD - all Toronto employees are eligible
* €80 EUR - all Paris employees are eligible
* $120 AUD - all Sydney employees are eligible
You want to give employees in Dublin, Ireland €90 EUR in the allowance. How can you ensure that employees in Ireland receive the correct localized amount during hire without affecting the rate for employees hired in the US?

- A. Use the Set Up Allowance Plan Adjustment task and update the plan default value to €90 EUR.
- B. Use the Edit Allowance Plan task and add a €90 EUR plan profile for Ireland.
- C. Use the Request Compensation Change business process and update the amount to €90 EUR.
- D. Use the Set Up Allowance Plan Adjustment task and select the No Override checkbox.

Answer: B

Explanation:
* The correct way to give Dublin employees €90 is to add a new plan profile specific to Ireland.
* Profiles localize allowance values by country/region, ensuring correct defaults without disrupting global defaults.
Why not the others?
* B. Request Compensation Change# Manual, per employee, not scalable.
* C. Set Up Allowance Plan Adjustment - No Override# Adjustment applies to default, not region- specific.
* D. Update plan default value# Would wrongly affect US and all other non-profile employees.
References:
Workday Pro Compensation - Allowance Plan Profiles:Profiles localize compensation by currency/location.
Workday Community - Setting Profiles in Allowance Plans.

NEW QUESTION # 38
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