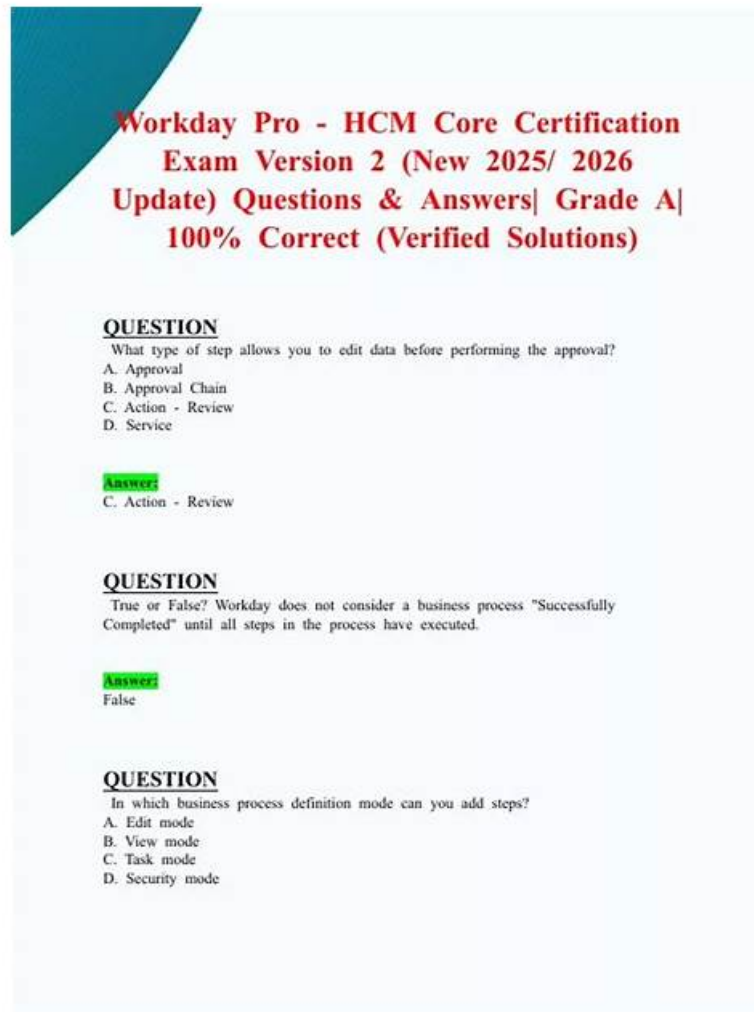


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Workday Workday-Pro-Compensation Exam Syllabus Topics:

Topic	Details
Topic 1	<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 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">Operational Reporting: In data systems, operational reporting provides insights into real-time operational activities and current performance details.
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">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 (Q17-Q22):

NEW QUESTION # 17

You want to award multiple one-time payments for an employee with different one-time payment plans and different scheduled payment dates while sharing the same reason and effective date.

What will you configure to allow this?

- A. Select Disable Pay Date Help Text for One-Time and Referral Payment Processes on Edit Tenant Setup - HCM.
- B. Configure the same eligibility rules on all one-time payment plans and include them in the compensation package.
- C. Select Enable Multiple One-Time Payments on Edit Tenant Setup - HCM.
- D. Edit the business process definition for Request One-Time Payment and add a Review step for HR Partner.

Answer: C

Explanation:

- * By default, Workday restricts one-time payments so that only one plan per effective date/reason can be entered.
- * To allow multiple one-time payments (different plans and pay dates, same effective date/reason), you must enable: "Enable Multiple One-Time Payments" in Edit Tenant Setup - HCM.

Why not the others?

- * A. Add Review step for HR Partner# Impacts workflow, not configuration.
- * B. Disable Pay Date Help Text# Only changes help text display, not functionality.
- * D. Configure same eligibility rules & package# Doesn't override the one-payment-per-effective-date limitation.

References:

Workday Pro Compensation - Tenant Setup for One-Time Payments: Multiple one-time payments option enables different plans under the same effective date.

NEW QUESTION # 18

What report lists all compensation components using any eligibility rule?

- A. Employee Compensation Audit
- **B. Compensation Rule Assignment**
- C. Compensation Spreadsheet
- D. Compensation Changes

Answer: B

Explanation:

* The Compensation Rule Assignment report lists all compensation components (plans, packages, elements, etc.) that are using eligibility rules.

* This helps administrators verify where and how eligibility rules are applied across the system.

Why not the others?

* B. Employee Compensation Audit# Focuses on mismatches between eligibility and assignments, not all rules in use.

* C. Compensation Spreadsheet# Shows comp details, not eligibility rules.

* D. Compensation Changes# Tracks transaction history, not rule assignments.

References:

Workday Pro Compensation - Audit & Reporting Tools: Rule Assignment report = all components tied to rules.

NEW QUESTION # 19

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

Answer: B

Explanation:

* Since the eligibility rule evaluates pay rate type = salaried, you need to ensure every job profile has the correct 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 # 20

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. This plan won't appear on the report
- C. Assigned Ineligible Compensation Components
- 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 # 21

A company is in the process of introducing pay ranges for specific job profiles to ensure fair and competitive compensation, which are implemented as compensation grades in Workday. What role do compensation grades fulfill within the Workday compensation framework?

- A. To provide guidance when entering pay rates during a transaction.
- B. To calculate which compensation basis is used for reporting.
- C. To connect the salary amount to payroll earnings.
- D. To determine the employee's eligibility for overtime pay.

Answer: A

Explanation:

* Compensation grades in Workday define pay ranges (minimum, midpoint, maximum) for job profiles.
 * Their purpose is guidance during compensation transactions (hire, promotion, merit increase, etc.), ensuring pay is competitive and consistent.
 * They do not enforce payroll mapping or overtime eligibility directly but help managers and HR align salary offers to market ranges.

Why not the others?

- * B. Connect salary to payroll# That is done by compensation elements, not grades.
- * C. Overtime eligibility# Determined by work hours & worker type, not grades.
- * D. Compensation basis for reporting# Controlled by comp basis setup, not grades.

References:

Workday Pro Compensation Training - Compensation Grades: Defines grades as "guidelines for pay ranges used during compensation transactions." Workday Community - Compensation Grades Overview.

NEW QUESTION # 22

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