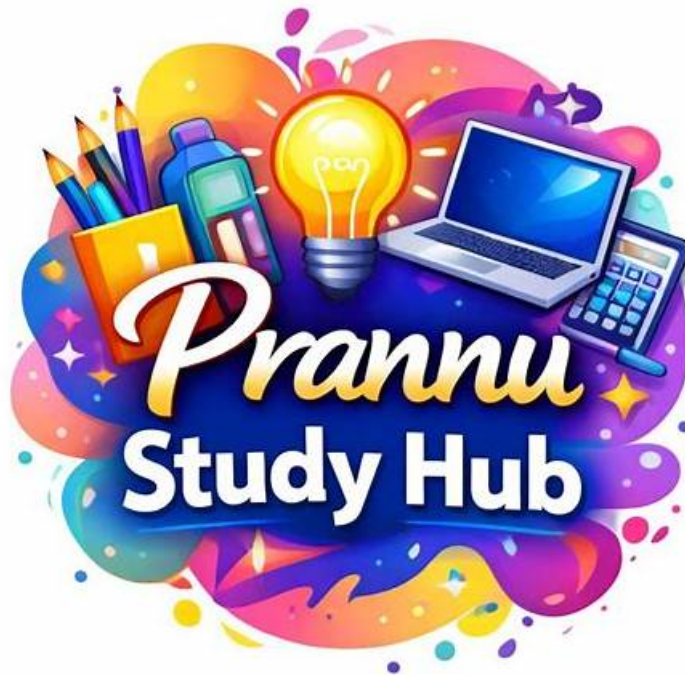# Valid Workday-Pro-Compensation Test Syllabus | Workday-Pro-Compensation Reliable Exam Practice

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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	• Operational Reporting: In data systems, operational reporting provides insights into real-time operational activities and current performance details.
Topic 4	• 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 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 (Q53-Q58):

NEW QUESTION # 53
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 Request Compensation Change business process and update the amount to €90 EUR.
- C. Use the Set Up Allowance Plan Adjustment task and select the No Override checkbox.
- D. Use the Edit Allowance Plan task and add a €90 EUR plan profile for Ireland.

Answer: D

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 # 54
What report allows you to view each worker's compensation details including total base pay, compensation package, and compa-ratio, for one or more organizations that you manage or support, and optionally their subordinates?

- A. Total Rewards
- B. Employee Compensation Details by Job Profile
- C. Employee Compensation Audit
- D. Compensation Spreadsheet

Answer: D

Explanation:
* TheCompensation Spreadsheet reportprovides a detailed view of:
* Worker'stotal base pay.
* Assignedcompensation package.
* Compa-ratio(position in range).
* Can be scoped by organizations and includes subordinates if required.
Why not the others?
* A. Total Rewards# Worker-facing summary report, not detailed comp admin view.
* B. Employee Compensation Details by Job Profile# Focused on jobs, not individual worker comp breakdown.
* D. Employee Compensation Audit# Audit mismatches, not full comp detail.
References:
Workday Pro Compensation - Reports Overview:Compensation Spreadsheet = detailed comp report by org.

NEW QUESTION # 55
For the past four years, your company offered employees a $3,000 annual housing allowance plan. The company wants to increase this plan to $3,500 annually and make sure the existing employees on the plan get the new amount granted to them.
How would you make this change so that new and existing employees receive the new amount?

- A. Create a new housing allowance plan for the new amount and add it to the compensation package.
- B. Use the Request Compensation Change process for the existing employees to edit the allowance plan to reflect the new amount.
- C. Run the Set Up Allowance Plan Adjustment task to change the amount and indicate that you want to adjust to new defaults for the employees.
- D. Edit the allowance plan with the new effective date and change the Plan Amount.

Answer: C

Explanation:
* To increase thehousing allowance plan from $3,000 # $3,500and update both new and existing employees:
* UseSet Up Allowance Plan Adjustmentwith optionAdjust to New Defaults.
* This updates all employees on the plan to the new standard amount while ensuring future hires also default to the updated value.
Why not the others?
* A. Create a new plan# Creates unnecessary duplication, complicating reporting.
* B. Edit the allowance plan directly# Updates default for future, but not current employees.
* D. Request Compensation Change per employee# Manual, time-consuming, not scalable.
References:
Workday Pro Compensation - Allowance Plan Adjustments:"Adjust to New Defaults" is the method to update current assignments.

NEW QUESTION # 56
What is the purpose of the compensation element?

- A. It ties compensation to requisition compensation.
- B. It ties compensation to payroll earnings.
- C. It ties compensation to the eligibility rules.
- D. It ties compensation to benefit deductions.

Answer: B

Explanation:
Acompensation elementin Workday is the foundational link between acompensation plan(e.g., salary, bonus, allowance) andpayroll processing.
* When you assign a compensation plan (like a car allowance, bonus, or salary plan), Workday requires a compensation elementthat directly maps to apayroll earning code.
* This ensures that the pay component flows into payroll correctly, appears on pay slips, and is taxable /deductible as designed.
Why not the others?
* B. Requisition compensation- Job requisitions use compensation packages for recruiting, but elements are not tied to requisitions.

* C. Eligibility rules- Eligibility determineswhocan receive the plan, not the element itself.
* D. Benefit deductions- Those are handled bybenefit deduction elements, not compensation elements.
References:
Workday Pro Compensation Training:Compensation elements map compensation plans to payroll earnings.
Workday Community - Compensation Elements Overview:Confirms the purpose of elements is payroll integration, not eligibility or benefits.

NEW QUESTION # 57
What report allows you to view the compensation components that the worker is assigned and eligible for, unassigned and eligible for, and assigned and ineligible for?

- A. Compensation Summary
- B. Employee Compensation Audit
- C. Compensation Rule Assignment
- D. Employee Compensation Details by Job Profile

Answer: B

Explanation:
* TheEmployee Compensation Audit reportshows, for each worker:
* Assigned & eligiblecompensation components.
* Unassigned but eligiblecomponents.
* Assigned but ineligiblecomponents.
* This makes it the primary tool for validating comp assignments against eligibility rules.
Why not the others?
* A. Employee Compensation Details by Job Profile# Focuses on job profiles, not assignment eligibility.
* C. Compensation Summary# Summary-level report, not eligibility vs. assignment detail.
* D. Compensation Rule Assignment# Shows rules applied to plans, not worker assignment detail.
References:
Workday Pro Compensation - Employee Compensation Audit Guide.

NEW QUESTION # 58
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