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Workday Workday-Pro-Compensation Exam Syllabus Topics:

Topic	Details
Topic 1	<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 2	<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 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"> • 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	<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.

WorkdayProCompensationExam Sample Questions (Q10-Q15):

NEW QUESTION # 10

An employee is currently in the process of being transferred to a new location via the change job business process. Prior to this transfer they were intentionally assigned an allowance plan that has no eligibility criteria, and should continue to hold this plan assignment after the transfer is complete. The compensation partner is responsible for ensuring this plan assignment remains unchanged during this business process.

What should the compensation partner do?

- A. Set up a Plan Adjustment for the Employees using a default target.
- **B. Restore the removed plan using the Propose Compensation Change task.**
- C. Add the removed plan using the Request Compensation Change task.
- D. Assign the plan via the Roll Out Compensation Plan To Employees task.

Answer: B

Explanation:

- * During a Change Job, compensation may be recalculated, and plans with no eligibility criteria may inadvertently be dropped.
- * The compensation partner must restore the plan after the transfer using Propose Compensation Change.
- * This ensures the employee retains the allowance assignment without disrupting the change job process.

Why not the others?

- * A. Roll Out Compensation Plans# Mass rollout, not individual fix.
- * B. Plan Adjustment# Adjusts targets/amounts, not restores removed plans.
- * D. Request Compensation Change# Typically for ad hoc changes; restoration during job change is handled via Propose Compensation Change.

References:

Workday Pro Compensation - Change Job & Compensation Handling: Propose Compensation Change restores dropped plans.

NEW QUESTION # 11

You need to create a car allowance plan. In order for your compensation plan to be paid by payroll, you determine you need to create a compensation element. What task do you use to set up the compensation element?

- A. Edit Tenant Setup HCM
- **B. Maintain Compensation Elements**
- C. Maintain Compensation Element Groups
- D. Map Compensation Elements to Payroll Earnings

Answer: B

Explanation:

When setting up a car allowance plan (or any allowance/compensation plan in Workday), you must ensure that it is tied to payroll through the correct compensation element.

Here's the breakdown of the options:

* Maintain Compensation Elements#

* This task is where you create, configure, and manage compensation elements.

* Every compensation plan (like salary, allowance, bonus) must be associated with a compensation element, which then links to payroll earnings for processing.

* For a car allowance, you would create a new compensation element (type = allowance) so that payroll can recognize and pay it.

* Maintain Compensation Element Groups

* This is used to group multiple compensation elements together for easier administration, reporting, or eligibility rules.

* It does not create the element itself, so it's not the right task here.

* Map Compensation Elements to Payroll Earnings

* This step is necessary after the element exists, to map the element to the correct payroll earning code (so payroll knows how to pay it).

* However, you can't map something that hasn't been created yet.

* Edit Tenant Setup HCM

* This is a higher-level tenant configuration task for broad HCM settings (security, defaults, integrations, etc.).

* It is not used for creating compensation elements.

The correct first step to create a car allowance compensation plan that can be processed by payroll is to use the task Maintain Compensation Elements.

References (Workday Pro Compensation knowledge & training):

* Workday Pro Compensation Training: Compensation elements are the foundation for linking plans to payroll. The "Maintain Compensation Elements" task is where new elements are created.

* Workday Community - Compensation Element Setup Guide: Clarifies the difference between creating (Maintain Compensation Elements), grouping (Maintain Compensation Element Groups), and mapping (Map Compensation Elements to Payroll Earnings).

* Workday Payroll & Compensation Integration Documentation: Requires elements to be defined before they can be mapped to earnings.

NEW QUESTION # 12

An employee is eligible for these compensation bases:

* International Compensation (ranking 2)

* Management Compensation (ranking 1)

* Sales Compensation (ranking 3)

What compensation basis will display as the employee's primary compensation basis?

- A. Sales Compensation
- B. International Compensation
- C. Management Compensation
- D. Total Base Pay

Answer: C

Explanation:

* When multiple compensation bases apply to an employee, Workday selects the primary basis based on ranking (lowest number = highest priority).

* Rankings here:

* Management = 1

* International = 2

* Sales = 3

* Therefore, Management Compensation is the primary basis.

Why not the others?

* B. Sales Compensation# Ranked lowest (3).

* C. International Compensation# Ranked 2, lower than Management.

* D. Total Base Pay# Not listed among eligible ranked bases here.

References:

Workday Pro Compensation - Configurable Compensation Bases: Ranking determines primary basis (lowest rank wins).

NEW QUESTION # 13

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

Answer: A

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 # 14

A manager is proposing compensation for an employee and is only able to assign the car allowance. When the compensation partner approves the compensation change, they are able to assign any allowance plan configured in the tenant, even if the employee is not eligible for those plans.

What security domain allows the compensation partner to assign allowance plans that the employee is not eligible for?

- A. Select Any Compensation Package
- B. Worker Data: Compensation for Managers
- C. Worker Data: Compensation Plan Type
- **D. Add Compensation Plans: Add Allowance**

Answer: D

Explanation:

* The scenario describes a compensation partner being able to assign any allowance plan, even when the employee is not eligible.

* This is controlled by the security domain "Add Compensation Plans: Add Allowance", which allows users with access to bypass eligibility and directly assign allowance plans.

Why not the others?

* A. Worker Data: Compensation Plan Type# Governs visibility to compensation data, not bypassing eligibility.

* B. Select Any Compensation Package# Pertains to choosing packages, not adding allowance plans outside eligibility.

* C. Worker Data: Compensation for Managers# Grants managers ability to propose comp, but does not override eligibility.

References:

Workday Pro Compensation - Security Domains for Compensation Plans: "Add Compensation Plans: Add Allowance" allows assignment of ineligible allowance plans.

NEW QUESTION # 15

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