

# Workday Workday-Pro-Compensation Exam Dumps - Pass Exam and Boost Your Career



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## Workday Workday-Pro-Compensation Exam Syllabus Topics:

Topic	Details
Topic 1	<ul style="list-style-type: none"><li>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.</li></ul>
Topic 2	<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 3	<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>
Topic 4	<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 5	<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>

>> Workday-Pro-Compensation Exam Questions Fee <<

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## WorkdayProCompensationExam Sample Questions (Q37-Q42):

### NEW QUESTION # 37

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

**Answer: C**

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 # 38

An employee is transferring from one supervisory organization to another and they are subject to compensation change.

What compensation business process will the Change Job transaction trigger?

- A. Propose Compensation Offer
- B. Request Compensation Change
- C. Propose Compensation Change
- D. Propose Compensation Hire

**Answer: C**

Explanation:

\* When an employee undergoes a Change Job (e.g., transferring between supervisory orgs), Workday triggers the Propose Compensation Change business process if compensation is impacted.

\* This allows HR/Comp to adjust salary, allowances, or other plans based on the new job/org details.

Why not the others?

\* A. Propose Compensation Offer# Used during hire/recruiting offers, not job changes.

\* B. Request Compensation Change# Typically a standalone process, not triggered automatically by Change Job.

\* C. Propose Compensation Hire# Used at hire events, not transfers.

References:

Workday Pro Compensation - Business Process Integration: Change Job triggers Propose Compensation Change when comp changes are required.

Workday Community - Change Job & Compensation Flow.

### NEW QUESTION # 39

You need to identify employees assigned to bonus plans for which they are not eligible.

What report will you use?

- A. Compensation Spreadsheet
- B. View Rollout Compensation Plan Rollout Process
- **C. Employee Compensation Audit**
- D. Employees Assigned Multiple Bonus Plans

**Answer: C**

Explanation:

- \* The Employee Compensation Audit report identifies mismatches, such as employees:
  - \* Assigned to comp plans for which they are not eligible.
  - \* Missing comp plans they should have.
- \* It is the standard audit tool for verifying eligibility alignment with assigned compensation.

Why not the others?

- \* B. Rollout Process report# Tracks rollout actions, not eligibility mismatches.
- \* C. Employees Assigned Multiple Bonus Plans# Only checks duplicate plan assignments.
- \* D. Compensation Spreadsheet# Used for review/updates, not eligibility audits.

References:

Workday Pro Compensation - Audit Reports: Employee Compensation Audit identifies eligibility issues.

#Final Verified answer: A. Employee Compensation Audit.

#### NEW QUESTION # 40

You want to display only relevant compensation plan sections during the Propose Compensation Change step of the Change Job business process, either for an internal job change or an internal hire.

What setting will enable Workday to determine the relevant plan sections to display based on worker eligibility and the security permissions for the user performing the compensation change?

- A. Hide Total Salary & Allowances
- B. Enable Compensation Setup Segment Security
- **C. Enable Dynamic Display for Compensation Plan Sections**
- D. Enable Eligibility Rule Performance Enhancement for Compensation Plan Profiles

**Answer: C**

Explanation:

\* The Dynamic Display option controls whether Workday shows only relevant compensation plan sections during transactions like Propose Compensation Change.

\* It evaluates:

- \* Worker eligibility rules (which plans apply).
- \* User security permissions (what the initiator can see).
- \* This ensures users only see compensation sections relevant to their context, reducing clutter and errors.

Why not the others?

- \* A. Segment security# Controls data security, not dynamic display.
- \* C. Hide Total Salary & Allowances# Hides totals, doesn't manage section visibility.
- \* D. Eligibility Rule Performance Enhancement# Improves performance, not visibility.

References:

Workday Pro Compensation - Dynamic Display Settings: Ensures streamlined Propose Compensation Change process.

#### NEW QUESTION # 41

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

**Answer: A**



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