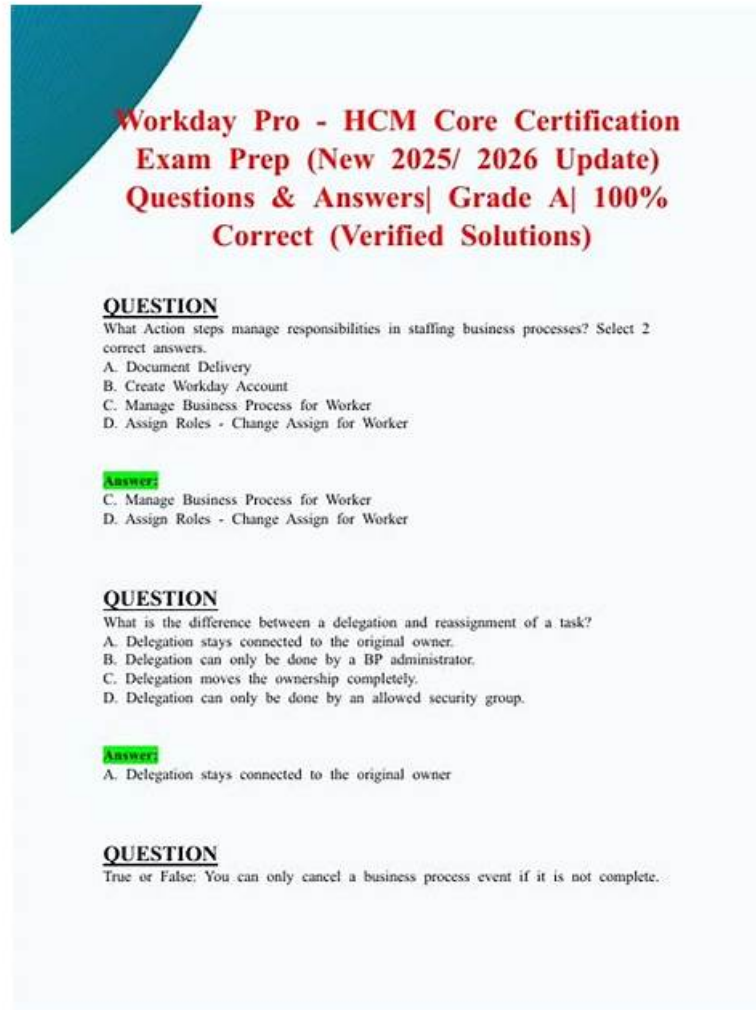


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Workday Workday-Pro-Compensation Exam Syllabus Topics:

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"> • 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	<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 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"> • Operational Reporting: In data systems, operational reporting provides insights into real-time operational activities and current performance details.

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WorkdayProCompensationExam Sample Questions (Q22-Q27):

NEW QUESTION # 22

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

Answer: C

Explanation:

* The Compensation Spreadsheet report provides a detailed view of:

* Worker's total base pay.

* Assigned compensation 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 # 23

You enter a date in the Actual End Date field of a compensation plan.

When will Workday remove the plan from the employee's record?

- A. On the last day of the pay period plus one day.
- **B. On the actual end date plus one day.**

- C. On the actual end date.
- D. On the last day of the month plus one day.

Answer: B

Explanation:

- * In Workday, when you set an Actual End Date on a compensation plan, the plan remains active through that date.
- * Workday automatically removes the plan the day after the entered actual end date.
- * Example: If Actual End Date = March 31, the plan is removed effective April 1.

Why not the others?

- * B. Last day of the month +1# Too restrictive; not always tied to month-end.
- * C. On the actual end date# Wrong; the plan is valid through the end date.
- * D. Last day of the pay period +1# Not relevant; tied to end date, not pay periods.

References:

Workday Pro Compensation - Plan End Dating Rules: Actual End Date +1 day removes the plan.

NEW QUESTION # 24

After creating a new allowance plan, how can you assign the plan to all eligible employees?

- A. Use the View Compensation Plan Rollout Process task to assign eligible employees to the plan.
- B. Run the Compensation Plan Assignment Audit report to identify employees eligible for the plan and enter via Request Compensation Changes.
- C. Use the Rollout Compensation Plans to Employees task and select the Eligibility Rule that identifies your eligible population.
- D. Use the Employee Compensation Plans - Allowance report to identify eligible employees and enter via Change Job events.

Answer: C

Explanation:

- * After creating a new allowance plan, you must assign it to all employees who qualify.
- * The Rollout Compensation Plans to Employees task is the standard Workday process that mass-assigns plans to all workers who meet the eligibility rules.
- * This ensures both current and future eligible employees receive the plan automatically.

Why not the others?

- * B. View Compensation Plan Rollout Process# Monitoring tool, not an assignment process.
- * C. Compensation Plan Assignment Audit# Audit/reporting only, does not assign.
- * D. Employee Compensation Plans - Allowance report# Reporting only; still requires manual actions.

References:

Workday Pro Compensation - Rollout Compensation Plans Process: Ensures eligible employees are assigned plans in bulk.

NEW QUESTION # 25

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

Answer: D

Explanation:

- * In eligibility rule setup, the Source External Field or Condition Rule column shows both fields and condition rules.
- * To restrict your entry to fields only, Workday requires the prefix field:.
- * Example: entering field:Worker Type ensures 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 as field: to filter available options.

Workday Community - Condition Rule Entry Best Practices.

NEW QUESTION # 26

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

Answer: A

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 # 27

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