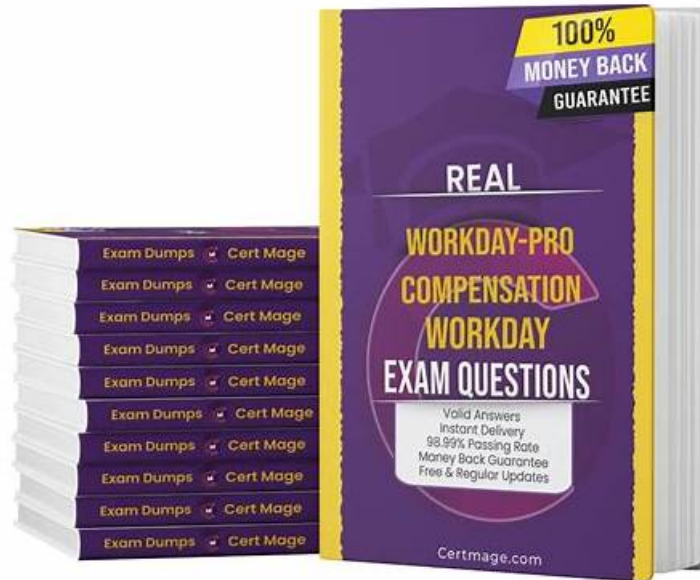


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Workday Workday-Pro-Compensation Exam Syllabus Topics:

Topic	Details
Topic 1	<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 2	<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 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"> • 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 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 (Q49-Q54):

NEW QUESTION # 49

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

Answer: D

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 # 50

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. Compensation Rule Assignment
- C. Employee Compensation Details by Job Profile
- **D. Employee Compensation Audit**

Answer: D

Explanation:

- * The Employee Compensation Audit report shows, for each worker:
 - * Assigned & eligible compensation components.
 - * Unassigned but eligible components.
 - * Assigned but ineligible components.
- * 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 # 51

What is the advantage of using default compensation for requisition compensation?

- A. Every employee who hires into that position receives the same compensation values.
- B. Default compensation enables the establishment of compensation guidelines, plans, and plan amounts on a position.
- **C. Every applicant hired using the same job requisition receives consistent compensation values.**
- D. You can view the eligible plans when proposing compensation using the By Compensation Package and Rule or By Compensation Rule options.

Answer: C

Explanation:

- * Default compensation for requisition compensation ensures that all hires from a requisition default to the same plan amounts/rates, supporting consistency in offers.
- * This prevents discrepancies between candidates applying for the same role and requisition.

Why not the others?

- * A. Guidelines on a position# Position compensation is separate from requisition compensation.
- * C. Every employee in position receives same compensation# Controlled by position defaults, not requisition.
- * D. Eligible plans view# That's determined by compensation package setup, not requisition defaults.

References:

Workday Pro Compensation - Requisition Compensation Defaults: Ensures consistency of compensation values for all hires through the requisition.

Workday Community - Recruiting Compensation Configuration.

NEW QUESTION # 52

Refer to the following scenario to answer the question below.

An employee who works in Mexico City has a grade profile assigned to them with the following setup:

- * Grade: 7
- * Base Pay Elements: Base Pay, 13th Month
- * Eligibility Rules: Location - Mexico City
- * Currency: MXN
- * Frequency: Annual

Total Base Pay

- * Minimum: 700,000 MXN (40,961 USD)
- * Maximum: 1,800,000 MXN (105,328 USD)
- * Midpoint: 1,250,000 MXN (73,145 USD)

You need to include a family allowance in Mexico employees' total base pay. How will you achieve this?

- A. Create a compensation element group with the family allowance. The compensation element group is not assigned to the grade, but is used for reporting purposes.
- B. Create a custom compensation basis for Mexico employees and include all salary plans, period salary plans, and the family allowance plan.
- C. Update the Base Pay Elements field on the Mexico grade profiles to include the family allowance compensation element.
- D. Use the Put Eligible Earnings Override EIB to include the family allowance amount.

Answer: C

Explanation:

- * Base Pay Elements on a grade profile determine which compensation plans/elements are included in Total Base Pay.
- * In this scenario, Mexico employees already have Base Pay + 13th Month included. To ensure Family Allowance is also counted as part of total base pay, you must add the family allowance element directly in the Base Pay Elements field of the Mexico grade profile.
- * This way, when Workday calculates total base pay, it aggregates all specified components.

Why not the others?

- * B. Create custom compensation basis# Useful for reporting/eligibility but not tied to grade profile definitions of total base pay.
- * C. Put Eligible Earnings Override EIB# This is a data load tool, not a configuration solution.
- * D. Compensation element group# Groups are for reporting or eligibility, but they don't define which plans contribute to total base pay.

References:

Workday Pro Compensation - Compensation Grades Guide: Base Pay Elements define what counts toward total base pay.

Workday Community - Grade Profile Configuration: Adding allowance elements ensures they roll into base pay calculations.

#Final Verified answer: A. Update the Base Pay Elements field on the Mexico grade profiles to include

NEW QUESTION # 53

What report lists all compensation components using any eligibility rule?

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

Answer: A

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 # 54

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