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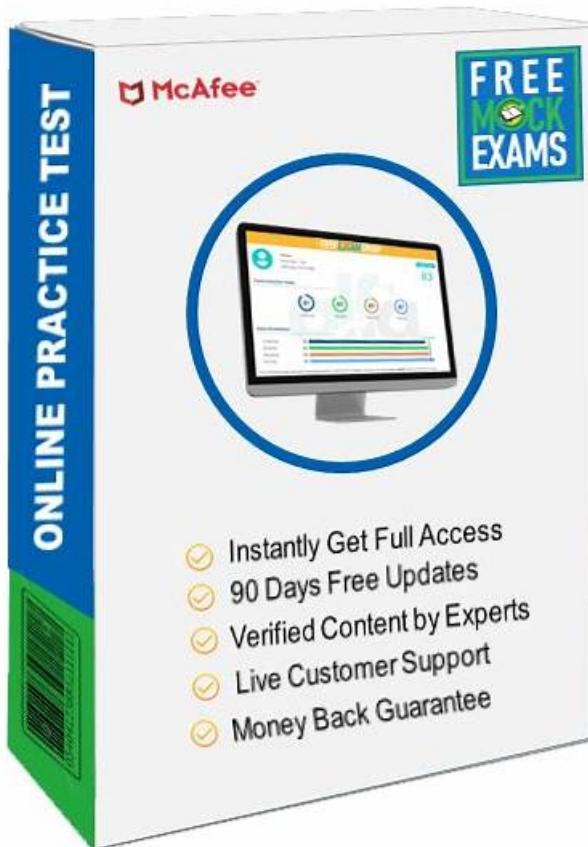
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Workday Workday-Pro-Compensation Exam Syllabus Topics:

Topic	Details

Topic 1	• 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 2	• Operational Reporting: In data systems, operational reporting provides insights into real-time operational activities and current performance details.
Topic 3	• 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 4	• 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 5	• Compensation Management: Compensation management refers to the HR discipline focused on ensuring fair and balanced administration of employee rewards and recognition programs.

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WorkdayProCompensationExam Sample Questions (Q41-Q46):

NEW QUESTION # 41
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 Elements
- D. Maintain Compensation Element Groups

Answer: C

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 acar allowance compensation plan that can be processed by payrollis to use the taskMaintain 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 # 42
You must make a change to an employee's salary without changing other worker details.
What task will you use to make the ad hoc change?

* A. Request Compensation Change
* B. Request One-Time Payment
* C. Transfer, Promote or Change Job
* D. Request Grade Change

Answer: A

Explanation:
* The taskRequest Compensation Changeis specifically forupdating salary or allowanceswithout affecting other worker details (position, job, location).
* This allows an ad hoc adjustment to salary while leaving the rest of the worker's profile unchanged.
Why not the others?
* A. Transfer/Promote/Change Job# Used when job details (title, location, org) change, not just pay.
* C. Request Grade Change# Alters grade, not salary directly.
* D. Request One-Time Payment# Temporary, ad hoc payments, not ongoing salary.
References:
Workday Pro Compensation - Compensation Changes Guide:Salary adjustments without job changes use Request Compensation Change.

NEW QUESTION # 43
You need to identify employees assigned to bonus plans for which they are not eligible.
What report will you use?

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

Answer: B

Explanation:
* TheEmployee Compensation Audit reportidentifies 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 # 44

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

Answer: B

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 # 45

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

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

Answer: D

Explanation:
* Default compensation for requisition compensationensures thatall 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 bycompensation 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 # 46

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