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Workday Workday-Pro-Compensation Exam Syllabus Topics:

Topic	Details
Topic 1	• 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	• Compensation Management: Compensation management refers to the HR discipline focused on ensuring fair and balanced administration of employee rewards and recognition programs.

Topic 3	• Operational Reporting: In data systems, operational reporting provides insights into real-time operational activities and current performance details.
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	• 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.

>> **Workday-Pro-Compensation Exam Topics** <<

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WorkdayProCompensationExam Sample Questions (Q12-Q17):

NEW QUESTION # 12
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. Enable Dynamic Display for Compensation Plan Sections
- B. Enable Eligibility Rule Performance Enhancement for Compensation Plan Profiles
- C. Enable Compensation Setup Segment Security
- D. Hide Total Salary & Allowances

Answer: A

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 # 13
You need to identify employees assigned to bonus plans for which they are not eligible.
What report will you use?

- A. View Rollout Compensation Plan Rollout Process
- B. Compensation Spreadsheet

- C. Employees Assigned Multiple Bonus Plans
- D. Employee Compensation Audit

Answer: D

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 # 14
Refer to the following scenario to answer the question below.
A company has several configurable compensation bases established in their system:
* Total Cost (India): Qualifies Indian employees and includes all salary plans, period salary plans, allowance plans, bonus plans, and retirement savings plans; only 50% of their total compensation can be used toward their salary plan.
* Total Compensation Non-Sales: Qualifies all full-time employees not in sales and includes all salary plans, allowance plans, bonus plans, and calculated plans.
* Total Compensation Sales: Qualifies all full-time sales employees and includes all salary plans, allowance plans, and commission plans.
* Total Pay (Mexico): Qualifies Mexican employees and includes all salary plans, period salary plans, and allowance plans.
* Salary and Seniority: Qualifies all employees and includes all salary plans and the specific seniority calculated plan.
The configurable compensation bases have the following ranking:
* 10 Total Cost (India)
* 20 Total Compensation Non Sales
* 30 Total Compensation Sales
* 40 Total Pay (Mexico)
* Salary and Seniority is unranked
You must ensure Indian employees keep their salary plans at 50% of their total amount. What should you configure on the Total Cost (India) Compensation Basis?

- A. Only include compensation plans. Remove retirement plans.
- B. Create and assign a fixed compensation basis.
- C. Move the compensation basis ranking to 50.
- D. Select the Manage Basis Total checkbox and enter a salary plans maximum of 50.

Answer: D

Explanation:
* ForTotal Cost (India), the requirement is that only50% of total compshould be allocated towardsalary plans.
* This is achieved by using theManage Basis Total option, where you can set maximum percentages for specific plan types (e.g., Salary = 50%).
* This ensures salary stays capped at half of total, regardless of other components.
Why not the others?
* A. Fixed compensation basis# Doesn't handle percentage capping.
* B. Remove retirement plans# Irrelevant; retirement can stay, the key is controlling salary %.
* D. Change ranking to 50# Ranking only determines basis priority, not limits.
References:
Workday Pro Compensation - Configurable Compensation Basis:Manage Basis Total allows control over contribution % for plan categories.
Workday Community - India Compensation Setup Example.
#Final Verified answer: C. Manage Basis Total with 50% salary maximum.

NEW QUESTION # 15

A company is in the process of introducing pay ranges for specific job profiles to ensure fair and competitive compensation, which are implemented as compensation grades in Workday. What role do compensation grades fulfill within the Workday compensation framework?

- A. To determine the employee's eligibility for overtime pay.
- B. To provide guidance when entering pay rates during a transaction.
- C. To calculate which compensation basis is used for reporting.
- D. To connect the salary amount to payroll earnings.

Answer: B

Explanation:
* Compensation gradesin Workday definepay ranges(minimum, midpoint, maximum) for job profiles.
* Their purpose isguidanceduring compensation transactions (hire, promotion, merit increase, etc.), ensuring pay is competitive and consistent.
* They do not enforce payroll mapping or overtime eligibility directly but help managers and HR align salary offers to market ranges.
Why not the others?
* B. Connect salary to payroll# That is done bycompensation elements, not grades.
* C. Overtime eligibility# Determined bywork hours & worker type, not grades.
* D. Compensation basis for reporting# Controlled bycomp basis setup, not grades.
References:
Workday Pro Compensation Training - Compensation Grades:Defines grades as "guidelines for pay ranges used during compensation transactions." Workday Community - Compensation Grades Overview.

NEW QUESTION # 16

A mobile allowance plan has an amount of $150 per month. The new amount will be $200 for those employees using the plan. Employees using an override amount will keep their current difference.
How will you update the plan target and maintain current differences?

- A. Change the allowance plan amounts and rollout the plan to all eligible workers.
- B. Use the Remove Compensation Plan process and rollout the new plan to all eligible workers.
- C. Use the Set Up Allowance Plan Adjustment task and select Adjust by Same Amounts for Employees Using Override.
- D. Use the Set Up Allowance Plan Adjustment task and select Adjust to New Defaults for Employees Using Override.

Answer: C

Explanation:
* The business requirement: Raise the defaultmobile allowance from $150 # $200, butkeep employees with override amounts at their current difference.
* UsingSet Up Allowance Plan Adjustmentwith the optionAdjust by Same Amounts for Employees Using Overrideensures that:
* The default is increased by $50.
* Employees with overrides will also receive a $50 adjustment (preserving their override difference).
Why not the others?
* B. Change plan amounts & rollout# Would overwrite override amounts, losing differences.
* C. Remove and rollout new plan# Unnecessary and disruptive.
* D. Adjust to New Defaults# Would reset overrides to default, eliminating differences.
References:
Workday Pro Compensation - Allowance Plan Adjustments:Adjust by same amount option maintains override differences.
Workday Community - Managing Plan Adjustments.

NEW QUESTION # 17

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