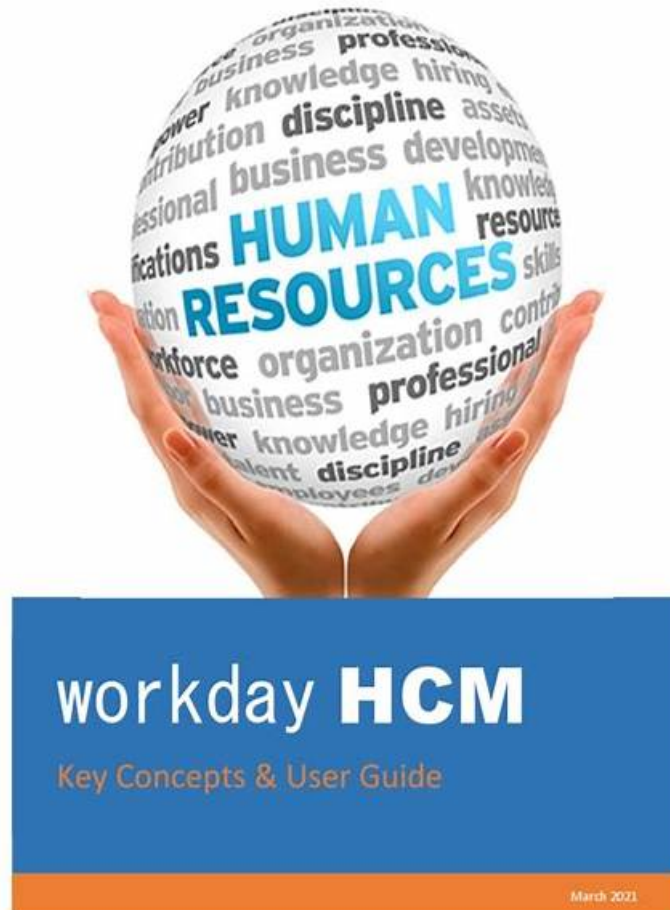


Key Workday-Pro-Compensation Concepts & Certification Workday-Pro-Compensation Exam Cost



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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"> • 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"> • Compensation Management: Compensation management refers to the HR discipline focused on ensuring fair and balanced administration of employee rewards and recognition programs.
Topic 4	<ul style="list-style-type: none"> • Operational Reporting: In data systems, operational reporting provides insights into real-time operational activities and current performance details.
Topic 5	<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.

>> **Key Workday-Pro-Compensation Concepts** <<

Certification Workday-Pro-Compensation Exam Cost, New Workday-Pro-Compensation Test Materials

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WorkdayProCompensationExam Sample Questions (Q19-Q24):

NEW QUESTION # 19

Refer to the following scenario to answer the question below.

An allowance plan has a default value of \$100 USD. The plan has three profiles:

* \$110 CAD - all Toronto employees are eligible

* €80 EUR - all Paris employees are eligible

* \$120 AUD - all Sydney employees are eligible

When you hire an employee in Dublin, Ireland, what amount does Workday default?

- A. \$0 USD
- B. €80 EUR
- **C. \$100 USD**
- D. €0 EUR

Answer: C

Explanation:

* The allowance plan has a default = \$100 USD, plus profiles for Toronto, Paris, Sydney.

* Dublin (Ireland) does not have a profile yet, so Workday defaults to the plan default value.

* Since the default is \$100 USD, that is the value assigned at hire.

Why not the others?

* A. €0 EUR# No such rule; Workday always uses defaults when profiles are missing.

* C. €80 EUR# That's Paris profile, not Dublin.

* D. \$0 USD# Incorrect because the plan default is not zero but \$100.

References:

Workday Pro Compensation - Allowance Plan Defaults vs Profiles: If no profile exists for location, the default value applies.

Workday Community - Compensation Plan Defaulting Rules.

NEW QUESTION # 20

While creating an offer, you realize that default compensation configured on the job requisition is defaulting on the offer. The location is changing, which may impact the candidate's eligibility to certain compensation elements.

How can you ensure that Workday runs eligibility rules during the Offer business process even when default compensation exists on the job requisition?

- A. Edit the Offer business process security policy.
- B. Select the Enable Defaulting Based on Changes to Guidelines setting in Edit Tenant Setup - HCM.
- C. Select the Enable Eligibility Rule Performance Enhancement for Compensation Plan Profiles setting in Edit Tenant Setup - HCM.
- **D. Select the Run Eligibility Rules when there is Requisition Compensation setting in Edit Tenant Setup - HCM.**

Answer: D

Explanation:

* By default, if compensation defaults from the requisition, Workday may skip eligibility re-checks.

* To ensure eligibility rules are always executed during the Offer process (especially if location, job family, or country changes), enable:

* Run Eligibility Rules when there is Requisition Compensation in Edit Tenant Setup - HCM.

Why not the others?

* B. Enable Defaulting Based on Guidelines# Controls guideline defaults, not eligibility evaluation.

* C. Edit Offer business process security# Security won't trigger eligibility rules.

* D. Enable Eligibility Rule Performance Enhancement# Improves performance but doesn't force rule execution.

References:

Workday Pro Compensation - Tenant Setup Options: Run Eligibility Rules ensures recalculation during Offer with requisition defaults.

Workday Community - Compensation Rule Defaulting in Offers.

NEW QUESTION # 21

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. Employee Compensation Details by Job Profile
- C. Compensation Rule Assignment
- **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 # 22

You create a new bonus plan to replace an existing bonus plan.

How can you easily remove the existing bonus plan from all employees?

- A. Use the Change Job task to remove employees from the existing plan.
- B. Use the Request Bonus Payment web service to remove employees from the existing plan.
- C. Edit the bonus plan with an appropriate effective date and mark the plan as Inactive.
- **D. Use the Remove Compensation Plans from Employees task and select a compensation eligibility rule that identifies**

employees assigned to the plan.

Answer: D

Explanation:

- * To retire or replace an existing bonus plan, you need to mass-remove it from all employees currently assigned.
- * The standard Workday task for this is Remove Compensation Plans from Employees, which allows you to:
- * Select the compensation plan to remove.
- * Apply an eligibility rule to identify affected employees.
- * This is efficient and ensures employees no longer carry the outdated plan.

Why not the others?

- * A. Mark plan inactive# Prevents new assignments but doesn't remove existing employee assignments.
- * C. Request Bonus Payment web service# Used for issuing payments, not removing plans.
- * D. Change Job# Not appropriate for mass plan removal.

References:

Workday Pro Compensation - Compensation Plan Lifecycle Management: Removing old plans requires the Remove Compensation Plans from Employees task.

NEW QUESTION # 23

What is the purpose of the compensation element?

- A. It ties compensation to requisition compensation.
- B. It ties compensation to the eligibility rules.
- **C. It ties compensation to payroll earnings.**
- D. It ties compensation to benefit deductions.

Answer: C

Explanation:

A compensation element in Workday is the foundational link between a compensation plan (e.g., salary, bonus, allowance) and payroll processing.

- * When you assign a compensation plan (like a car allowance, bonus, or salary plan), Workday requires a compensation element that directly maps to a payroll earning code.
- * This ensures that the pay component flows into payroll correctly, appears on pay slips, and is taxable /deductible as designed.

Why not the others?

- * B. Requisition compensation- Job requisitions use compensation packages for recruiting, but elements are not tied to requisitions.
- * C. Eligibility rules- Eligibility determines who can receive the plan, not the element itself.
- * D. Benefit deductions- Those are handled by benefit deduction elements, not compensation elements.

References:

Workday Pro Compensation Training: Compensation elements map compensation plans to payroll earnings.

Workday Community - Compensation Elements Overview: Confirms the purpose of elements is payroll integration, not eligibility or benefits.

NEW QUESTION # 24

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