

Looking to Advance Your IT Career? Try Workday Workday-Pro-Compensation Exam Questions

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You want to set up benefit partners to only see and support workers in a specific location in hierarchies. What security group type allows you to identify the benefits partners as members and allow you to constrain their access defined location hierarchies? CORRECT ANSWERS Role-based constrained

How are user based security groups assigned to a worker? CORRECT ANSWERS They are assigned based on role assignment

Which security group types use other security groups to determine membership? CORRECT ANSWERS Role- based unconstrained and organization membership

What report identifies the security policy securing a given item such as a given task or delivered report? CORRECT ANSWERS View security for securable item

In order to access domain items, what must a user be? CORRECT ANSWERS A member of at least one security groups permitted in the domain security policy.

How do workers become members of a role-based security group? CORRECT ANSWERS Through role assignment

What happens when you activate pending security policy changes CORRECT ANSWERS You are activating all pending security policies in the tenant

What settings for the access rights to organizations allows members to only access targets in the role assigned organization, and any subordinate organizations CORRECT ANSWERS Applies to current organization and unassigned subordinates

What security configuration requires you to run the activate pending security policy changes task for it to take affect CORRECT ANSWERS Editing a business process security policy to remove a security group from an approve action

Which of the following are characteristics of the membership in a user base security group? CORRECT ANSWERS It is manually assigned and it follows the user

Which report can you use to view the security access of a user? CORRECT ANSWERS View security groups for user. Security analysis for worker account.

A user is a member of both a constrained and unconstrained security group and both security groups have a domain security policy. What is the users resulting access for

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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"> • 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 3	<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 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"> • 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.

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WorkdayProCompensationExam Sample Questions (Q40-Q45):

NEW QUESTION # 40

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

Answer: B

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 # 41

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

Answer: B

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 # 42

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. Enter your search in all capital letters.
- B. Place an asterisk before your entry.
- 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 # 43

Refer to the following scenario to answer the question below.

A company pays its employees a monthly allowance. Plan targets are dependent on plan profile eligibility rules. There are 100 different types of plan profiles, each with a specific target amount for the eligible population. Sample plan profile eligibility criteria include:

* Job Family = Human Resources \$50 USD

* Job Family = Sales \$70 USD

* Job Family and Country = Human Resources / Australia \$78 AUD

* Job Family and Country = Sales / Australia \$110 AUD

The HR administrator has made some changes to the Sales job family. The job family now contains the job profile Sales Analyst. When accessing the Employee Compensation Audit report, what column will highlight the allowance plan for the Sales Analyst?

- A. Assigned Eligible Compensation Components
- **B. Unassigned Eligible Compensation Components**
- C. This plan won't appear on the report
- D. Assigned Ineligible Compensation Components

Answer: B

Explanation:

* The Employee Compensation Audit Report highlights mismatches between eligibility rules and actual assignments.

* Since Sales Analyst is part of Sales job family but eligibility rules may not yet reflect this new job profile, the allowance plan appears under Unassigned Eligible Compensation Components# meaning the employee is eligible but has not yet been assigned the component.

Why not the others?

* A. Won't appear# It will appear, because Sales job family has a profile.

* B. Assigned Eligible Compensation Components# Only if already assigned.

* D. Assigned Ineligible Compensation Components# Not correct, because Sales Analyst job profile makes them eligible.

References:

Workday Pro Compensation - Audit Reporting: Explains difference between Assigned Eligible, Unassigned Eligible, and Assigned Ineligible.

Workday Community - Compensation Audit Report Usage.

NEW QUESTION # 44

You created a new one-time payment plan and enabled employees to request payments for themselves. While testing, you notice that an existing custom validation for the Request One-Time Payment process also applies to the Request One-Time Payment for Self process.

How can you ensure these validations do not run for employees requesting one-time payments for themselves?

- **A. Use Maintain Custom Validations and use One Time Payment Event for Self field to exclude these types of events.**
- B. Remove Employee as Self from the Worker Data: Request One-Time Payment security domain.
- C. Use Maintain Custom Validations and add new validations that should apply only for employees requesting one-time payments for themselves.
- D. Use Configure Options Fields for Request One Time Payment for Self to exclude the fields that are triggering the validations.

Answer: A

Explanation:

* Maintain Custom Validations allows you to refine which events validations apply to.

* Workday distinguishes between Request One-Time Payment (manager/HR initiated) and Request One-Time Payment for Self (employee initiated).

* By using the One Time Payment Event for Self field, you can exclude self-service events from being validated by the existing custom validations.

Why not the others?

* B. Add new validations# Would duplicate rules rather than exclude them.

* C. Remove Employee as Self from security domain# Would block employees from submitting requests, not exclude validations.

* D. Configure Options Fields# Controls fields displayed, not validation logic.

References:

Workday Pro Compensation - Custom Validations Guide: Validations can be scoped to specific business processes, including "for self" variants.

Workday Community - One-Time Payment Event for Self Validation Handling.

NEW QUESTION # 45

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