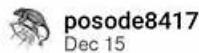


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Workday Workday-Pro-Compensation Exam Syllabus Topics:

Topic	Details
Topic 1	<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 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">Operational Reporting: In data systems, operational reporting provides insights into real-time operational activities and current performance details.

Topic 4	<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 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.

Workday Pro Compensation Exam Sample Questions (Q18-Q23):

NEW QUESTION # 18

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

Answer: B

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 # 19

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. This plan won't appear on the report
- **B. Unassigned Eligible Compensation Components**
- C. Assigned Ineligible Compensation Components
- D. Assigned Eligible 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 # 20

A company wants to create a compensation basis for their sales team. This basis should include:

* Base salary

* Monthly commission earnings

* Quarterly bonus plan

How should they configure this compensation basis?

- A. Use the total salary and allowances compensation basis and add the bonus plan.
- **B. Create a configurable compensation basis, including salary, commission, and bonus plan.**
- C. Define a new compensation grade and assign the relevant compensation plans.
- D. Create a calculation compensation basis, including salary, commission, and bonus plan.

Answer: B

Explanation:

* A configurable compensation basis allows you to define what plans contribute to compensation calculations.

* For the sales team, the basis should include:

* Base salary (salary plan).

* Monthly commission earnings (commission plan).

* Quarterly bonus plan (bonus plan).

* Configurable compensation bases are designed for flexible aggregation of multiple comp plans.

Why not the others?

* B. Total salary and allowances basis# Covers only salary + allowance, does not include bonus /commission.

* C. Compensation grade# Defines ranges, not aggregation of comp plans.

* D. Calculation compensation basis# Not a Workday configuration type (confusion with calculated fields).

References:

Workday Pro Compensation - Configurable Compensation Bases: Allow inclusion of salary, allowances, commissions, bonuses.

NEW QUESTION # 21

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

Answer: C

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 # 22

A company's employees based in Italy get paid 13 times in the year compared to the rest of the employees.

What base pay plan supports additional months, weeks, or days of pay?

- A. Period salary plan
- B. Unit salary plan
- C. Hourly plan
- D. Salary plan

Answer: A

Explanation:

* A Period Salary Plan in Workday supports paying employees more than 12 times per year (e.g., 13 or 14 payments for regions like Italy or Spain).

* This allows payroll to spread annual salary across the correct number of pay periods.

Why not the others?

* A. Unit salary plan- Pays based on units (like per credit hour for faculty), not extra months.

* B. Hourly plan- Pays by worked hours, not relevant to salaried employees.

* D. Salary plan- Standard salary plan assumes 12 months and does not support extra pay periods.

References:

Workday Pro Compensation - Salary Plans Overview: Period salary plans are designed for geographies with >12 pay cycles per year.

Workday Community - Global Compensation Setup: Confirms Italy's 13-month pay is supported via Period Salary Plan.

NEW QUESTION # 23

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