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

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 Workday-Pro-Compensation Exam Engine & Workday-Pro-Compensation Valid Exam Camp

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WorkdayProCompensationExam Sample Questions (Q33-Q38):

NEW QUESTION # 33
Refer to the following scenario to answer the question below.
An employee who works in Mexico City has a grade profile assigned to them with the following setup:
* Grade: 7
* Base Pay Elements: Base Pay, 13th Month
* Eligibility Rules: Location - Mexico City
* Currency: MXN
* Frequency: Annual
Total Base Pay
* Minimum: 700,000 MXN (40,961 USD)
* Maximum: 1,800,000 MXN (105,328 USD)
* Midpoint: 1,250,000 MXN (73,145 USD)
You need to include a family allowance in Mexico employees' total base pay. How will you achieve this?

- A. Update the Base Pay Elements field on the Mexico grade profiles to include the family allowance compensation element.
- B. Create a custom compensation basis for Mexico employees and include all salary plans, period salary plans, and the family allowance plan.
- C. Create a compensation element group with the family allowance. The compensation element group is not assigned to the grade, but is used for reporting purposes.
- D. Use the Put Eligible Earnings Override EIB to include the family allowance amount.

Answer: A

Explanation:
* Base Pay Elementson a grade profile determine which compensation plans/elements are included inTotal Base Pay.
* In this scenario, Mexico employees already haveBase Pay + 13th Monthincluded. To ensureFamily Allowanceis also counted as part of total base pay, you mustadd the family allowance elementdirectly in theBase Pay Elements fieldof the Mexico grade profile.
* This way, when Workday calculates total base pay, it aggregates all specified components.
Why not the others?
* B. Create custom compensation basis# Useful for reporting/eligibility but not tied to grade profile definitions of total base pay.
* C. Put Eligible Earnings Override EIB# This is a data load tool, not a configuration solution.
* D. Compensation element group# Groups are for reporting or eligibility, but they don't define which plans contribute to total base pay.
References:
Workday Pro Compensation - Compensation Grades Guide:Base Pay Elements define what counts toward total base pay.
Workday Community - Grade Profile Configuration:Adding allowance elements ensures they roll into base pay calculations.
#Final Verified answer: A. Update the Base Pay Elements field on the Mexico grade profiles to include

NEW QUESTION # 34

A customer requires an additional month to be paid as per the country's legislative requirements.
How do you configure this?

- A. Create a one-time payment plan.
- B. Create a percent-based merit plan.
- C. Create a period salary plan with a multiplier of one month.
- D. Create an amount-based allowance plan with plan profiles for each month.

Answer: C

Explanation:
* Some countries (e.g., Italy, Spain) legally require employees to be paid 13 or 14 times per year.
* Workday supports this by using a Period Salary Plan with a multiplier, which allows additional months, weeks, or days of pay.
* In this case, to meet the legislation for an extra month, configure the period salary plan with a 1-month multiplier.
Why not the others?
* A. Amount-based allowance plan# Allowances are supplemental, not designed for legislated base salary multipliers.
* B. Percent-based merit plan# Merit is performance-based, not a legislative requirement.
* C. One-time payment plan# One-time payments are ad hoc, not recurring annual extra months.
References:
Workday Pro Compensation - Period Salary Plans:Used for countries with 13th/14th month pay requirements.
Workday Community - Regional Compensation Setup Guides.

NEW QUESTION # 35
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 Configure Options Fields for Request One Time Payment for Self to exclude the fields that are triggering the validations.
- 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 Maintain Custom Validations and use One Time Payment Event for Self field to exclude these types of events.

Answer: D

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 # 36
When using the Set Up Allowance Plan Adjustment task to update an allowance plan amount, you must ensure employees Managed by Basis Total (MBT) will have no change to their primary compensation basis after their allowance plan amount is updated and instead will reallocate all other compensation in the MBT calculation.
How can you ensure this happens?

- A. Clear the Retain Basis Total checkbox on the employee's primary compensation basis.

- B. Select Retain Basis Total for MBT Employees on the Set Up Allowance Plan Adjustment task.
- C. Select Adjust to New Defaults on the Set Up Allowance Plan Adjustment task.
- D. Clear the Manage Basis Total checkbox on the employee's primary compensation basis.

Answer: B

Explanation:
* Employees managed byManage Basis Total (MBT)require theirprimary compensation basis totalto remain unchanged when allowance plan adjustments are made.
* By selectingRetain Basis Total for MBT Employees, Workday keeps the overall basis constant and reallocates other plans in the MBT calculation instead of increasing the total.
Why not the others?
* A. Clear MBT checkbox# Would remove MBT management completely.
* C. Clear Retain Basis Total# Opposite of required behavior.
* D. Adjust to New Defaults# Updates values, but doesn't enforce retention of MBT total.
References:
Workday Pro Compensation - MBT Handling in Allowance Adjustments.
Workday Community - Retain Basis Total Option.

NEW QUESTION # 37
When employees request a one-time payment for themselves, they have access to view and update the Gross Up and Send to Payroll checkboxes. Selecting these options could impact their payment.
How can you prevent employees from updating these options?

- A. Configure Optional Fields for Request One-Time Payment for Self to hide the fields.
- B. Remove Employee as Self from the Self-Service: Request One-Time Payment security domain.
- C. Remove Employee as Self from the Self-Service: Payroll security domain.
- D. Configure Optional Fields for Request One-Time Payment to hide the fields.

Answer: A

Explanation:
* Employees requestingone-time payments for selfmay see sensitive options likeGross UporSend to Payroll.
* To prevent them from updating these fields, configureOptional Fields for Request One-Time Payment for Selfand hide the checkboxes.
* This limits their visibility and update access without affecting manager/HR workflows.
Why not the others?
* A. Optional Fields for Request One-Time Payment# Applies to manager/HR use, not self-service.
* C. Remove Employee as Self from self-service comp domain# Would block employees from initiating requests entirely.
* D. Payroll security domain# Payroll security doesn't control compensation request UI fields.
References:
Workday Pro Compensation - Configuring Optional Fields for Self-Service One-Time Payments.

NEW QUESTION # 38
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