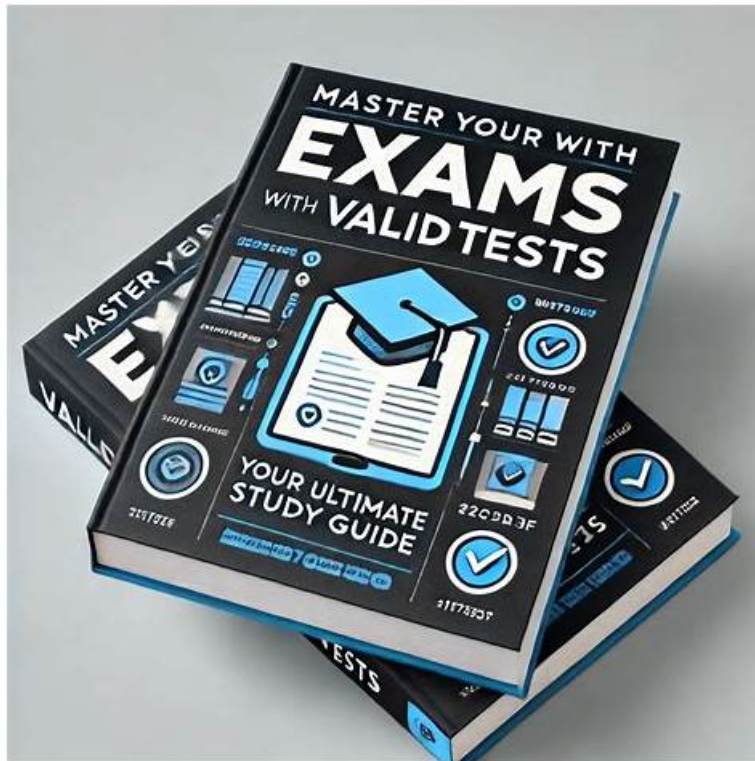


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## Workday Workday-Pro-Compensation Exam Syllabus Topics:

Topic	Details
Topic 1	<ul style="list-style-type: none"> <li>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.</li> </ul>
Topic 2	<ul style="list-style-type: none"> <li>Operational Reporting: In data systems, operational reporting provides insights into real-time operational activities and current performance details.</li> </ul>
Topic 3	<ul style="list-style-type: none"> <li>Compensation Management: Compensation management refers to the HR discipline focused on ensuring fair and balanced administration of employee rewards and recognition programs.</li> </ul>
Topic 4	<ul style="list-style-type: none"> <li>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.</li> </ul>
Topic 5	<ul style="list-style-type: none"> <li>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.</li> </ul>

## WorkdayProCompensationExam Sample Questions (Q21-Q26):

### NEW QUESTION # 21

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

**Answer: C**

Explanation:

\* The business requirement: Raise the default mobile allowance from \$150 # \$200, but keep employees with override amounts at their current difference.

\* Using Set Up Allowance Plan Adjustment with the option Adjust by Same Amounts for Employees Using Override ensures 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 # 22

What is the primary purpose of assigning a Compensation Grade to a Job Profile?

- A. To set employees' target compensation amount
- B. To determine employees' eligibility for bonus plans
- C. To default the salary or hourly range for employees in that job
- D. To establish employees' default compensation frequency

**Answer: C**

Explanation:

- \* Assigning a compensation grade to a job profile links that job to a defined pay range (min, midpoint, max).
- \* This ensures that whenever employees are hired or promoted into the job profile, Workday defaults the pay range guidance automatically.
- \* Managers and HR can then use this information to propose fair and competitive pay.

Why not the others?

- \* B. Target compensation amount# Target comp is usually set at the employee or plan level, not the grade.
- \* C. Eligibility for bonus plans# Controlled via eligibility rules, not compensation grades.
- \* D. Compensation frequency# Determined by plan setup (annual, monthly, hourly), not by grades.

References:

Workday Pro Compensation - Compensation Grades & Profiles: Grades default ranges for jobs, guiding compensation decisions.  
Workday Community - Job Profile & Grade Integration.

### NEW QUESTION # 23

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 Rule Assignment
- B. Employee Compensation Details by Job Profile
- C. Compensation Summary
- **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 # 24

A customer configured a step-based grade with a progression sequence that uses eligibility rules. The design will progress an employee if the employee does not have a poor performance rating.

Performance is measured from 1 - 5, with selection list 1 being poor performance, and selection list 5 being outstanding performance.

The progression sequence is as follows:

- \* Step 1 is \$25 Hourly
- \* Step 2 is \$30 Hourly
- \* Step 3 is \$35 Hourly

What should the conditional logic be?

- **A. Step 2 and Step 3 require condition logic that evaluates if performance review rating is not in the selection list 1.**
- B. Step 1, Step 2, and Step 3 require condition logic that evaluates if performance review rating is in the selection list 1.
- C. Step 1 and Step 2 require condition logic that evaluates if performance review rating is in the selection list 1.
- D. Step 1 and Step 2 require condition logic that evaluates if performance review rating is not in the selection list 1.

**Answer: A**

Explanation:

- \* The design requires that employees only progress if they do NOT have poor performance (rating = 1).

- \* Thus:
- \* Step 1= entry, no condition needed.
- \* Step 2 and Step 3 require conditional logic: Performance rating # 1.
- \* This ensures employees can only progress beyond Step 1 if their performance is above "poor." Why not the others?
- \* A. All steps require condition logic rating = 1# Would block all progress (wrong condition).
- \* C. Step 1 and 2 require # 1# Step 1 is the baseline, no condition required.
- \* D. Step 1 and 2 require rating = 1# Opposite of requirement, would keep poor performers eligible.

References:

Workday Pro Compensation - Step Progression with Conditional Logic: Conditional rules can block progression based on performance criteria.

Workday Community - Step-based Progression Setup.

### NEW QUESTION # 25

A recruiter is proposing compensation for a candidate during the offer stage. The recruiter would like to change the value of the home internet allowance from \$50 AUD to \$100 AUD, but they are unable to.

Why is the recruiter unable to change the amount?

- A. The allowance plan is not included in the compensation package.
- B. The candidate is eligible for more than one compensation package.
- C. The candidate is not eligible for a plan profile.
- **D. The allowance plan has the No Override checkbox selected.**

**Answer: D**

Explanation:

\* If the recruiter cannot change the allowance amount (e.g., from \$50 AUD # \$100 AUD), the most likely reason is that the allowance plan is configured with No Override selected.

\* No Override prevents users from modifying the default plan amounts during transactions.

Why not the others?

- \* A. Plan not in package# If missing, it wouldn't appear at all, not appear but be locked.
- \* B. Eligible for more than one package# Doesn't prevent changing amounts.
- \* C. Not eligible for profile# Would prevent plan assignment, not lock override fields.

References:

Workday Pro Compensation - Allowance Plan Configuration: No Override restricts modifications to plan amounts.

### NEW QUESTION # 26

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