

# Free PDF 2026 Workday Latest Workday-Pro-Compensation Answers Free

**Workday Pro - HCM Core Certification  
Exam V2 (Latest 2025/ 2026 Update)  
Questions & Answers| Grade A| 100%  
Correct (Verified Solutions)**

**Q:** Which of the following is a source of prompts on a report? (Select two correct answers)

A. Data Source Filter  
B. Data Source  
C. Report Type  
D. Business Object

**Answer:**  
A. Data Source Filter  
B. Data Source

**Q:** When totaling data on a report, how many aggregations can you select per row?

A. One  
B. Two  
C. Three  
D. Four

**Answer:**  
A. One

**Q:** What is the first step of setting up grouping in your report?

A. Select which groups should have a header line at the top of the group  
B. Indicate if the report should have the group name in headers  
C. Add the Group Name field to the top of the columns grid  
D. Indicate if you want to enable outlining based on grouping

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

Topic	Details
Topic 1	<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 2	<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>

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>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 5	<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>

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### **WorkdayProCompensationExam Sample Questions (Q16-Q21):**

#### **NEW QUESTION # 16**

You enter a date in the Actual End Date field of a compensation plan. When will Workday remove the plan from the employee's record?

- A. On the last day of the pay period plus one day.
- B. On the actual end date plus one day.**
- C. On the last day of the month plus one day.
- D. On the actual end date.

#### **Answer: B**

Explanation:

- \* In Workday, when you set anActual End Dateon a compensation plan, the plan remains activethrough that date.
- \* Workday automaticallyremoves the plan the day afterthe entered actual end date.
- \* Example: If Actual End Date = March 31, the plan is removed effectiveApril 1.

Why not the others?

- \* B. Last day of the month +1# Too restrictive; not always tied to month-end.
- \* C. On the actual end date# Wrong: the plan is validthroughthe end date.
- \* D. Last day of the pay period +1# Not relevant; tied to end date, not pay periods.

References:

Workday Pro Compensation - Plan End Dating Rules:Actual End Date +1 day removes the plan.

#### **NEW QUESTION # 17**

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

- D. Select the Enable Defaulting Based on Changes to Guidelines setting in Edit Tenant Setup - HCM.

**Answer: A**

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 # 18**

A customer has several one-time payment plans within a tenant. They want to ensure that during a payment event a single one-time payment is submitted.

How should this be configured?

- A. Use a rule-based business process definition
- **B. Do not enable Multiple One-Time Payments within the Edit Tenant Setup - HCM > Compensation**
- C. Segment security to the Domain: One Time Payment
- D. Enable Multiple One-Time Payments within the Edit Tenant Setup - HCM > Compensation

**Answer: B**

Explanation:

- \* If you want to restrict employees so they can only submit a single one-time payment per payment event, you must ensure that Multiple One-Time Payments is not enabled in tenant setup.

\* When disabled, Workday enforces one plan per effective date/reason.

Why not the others?

- \* A. Segment security# Controls data access, not number of payments allowed.
- \* B. Rule-based BP# Governs approvals/workflow, not structural system behavior.
- \* C. Enable Multiple One-Time Payments# Would allow multiple entries (opposite of requirement).

References:

Workday Pro Compensation - Tenant Setup for One-Time Payments.

**NEW QUESTION # 19**

How do you configure a salary plan to prorate an employee's scheduled hours?

- A. Exclude from Merit
- B. Eligibility Rules
- **C. Apply FTE%**
- D. Compensation Element

**Answer: C**

Explanation:

When configuring a salary plan, you can choose whether the plan amount should automatically adjust for part-time employees based on FTE% (Full-Time Equivalent percentage).

\* Apply FTE% ensures that the salary plan prorates according to scheduled hours vs. full-time hours.

\* Example: If an employee works 50% FTE, a \$60,000 annual salary plan will automatically adjust to \$30,000.

Why not the others?

- \* B. Compensation Element- Elements link plans to payroll but do not control proration.
- \* C. Eligibility Rules- Define who is eligible, not how amounts are prorated.

\* D. Exclude from Merit- Used in merit review processes, unrelated to proration.

References:

Workday Pro Compensation Training: Salary plans have a checkbox "Apply FTE%" to prorate salaries based on work schedule.

Workday Community - Salary Plan Configuration: Confirms FTE% is the method for automatic proration.

## NEW QUESTION # 20

You have a seniority dynamic calculated plan to increase the amount of the plan every three years of an employee's employment. An employee reaches their sixth anniversary. What do you need to do to make sure this employee's plan updates with the new amount?

- A. You need to create a custom audit report to identify employees who reach their anniversary, and then submit a Request Compensation Change to run the calculation and update the amount for the employee.
- B. You need to set up the Schedule Automatic Step Progression task so Workday is on schedule to process the calculation on the anniversary and change the amount for the employee.
- **C. You do not need to do anything. Workday will check daily and automatically change the amount for the employee.**
- D. You need to schedule a Mass Operation Management task to evaluate and update anyone assigned to the dynamic plan.

**Answer: C**

Explanation:

\* A seniority dynamic calculated plan automatically adjusts based on worker attributes such as length of service.

\* Workday evaluates dynamic calculations daily, ensuring that once an employee reaches their 3-year, 6-year, or other milestone, the plan amount updates automatically without manual intervention.

Why not the others?

\* A. Audit report + Request Compensation Change- Unnecessary; dynamic plans do not require manual updates.

\* B. Schedule Automatic Step Progression- That applies to step progression plans, not dynamic calculated plans.

\* C. Mass Operation Management- Used for bulk updates, but not required here because Workday auto-updates dynamic plans.

References:

Workday Pro Compensation - Dynamic Calculated Plans Guide: Dynamic plans are self-updating based on employee data, recalculated daily.

Workday Community - Dynamic Plan Functionality: Confirms no manual action is needed for anniversary-based increases.

## NEW QUESTION # 21

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The page of our Workday-Pro-Compensation simulating materials provides demo which are sample questions. The purpose of providing demo is to let customers understand our part of the topic and what is the form of our Workday-Pro-Compensation study materials when it is opened? In our minds, these two things are that customers who care about the Workday-Pro-Compensation Exam may be concerned about most. We will give you our software which is a clickable website that you can visit the product page.

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