

# Workday-Pro-Compensation Valid Test Prep, Workday-Pro-Compensation Exam Fees



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

Topic	Details
Topic 1	<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 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>

- **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 Valid Test Prep <<

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

#### NEW QUESTION # 16

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 and Step 2 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 not in the selection list 1.
- D. Step 1, Step 2, and Step 3 require condition logic that evaluates if performance review rating is 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 # 17

A company needs a \$500 monthly car allowance for its sales team, paid as a flat amount. The allowance should only be for employees in the Sales job family.

How should you configure this allowance plan?

- A. Create a reimbursable allowance plan, specifying \$500 as the reimbursement amount. Create an eligibility rule for the Sales job family and assign it to the plan.
- B. Create a unit-based allowance plan, specifying the number of units and per-unit amount to total \$500 monthly. Create an eligibility rule for the Sales job family and assign it to the plan.
- C. Create a percent-based allowance plan, specifying the percentage of base pay to equal \$500 monthly. Create an eligibility rule for the Sales job family and assign it to the plan.
- **D. Create an amount-based allowance plan, specifying \$500 as the amount, monthly frequency. Create an eligibility rule for the Sales job family and assign it to the plan.**

**Answer: D**

Explanation:

- \* The requirement is a flat \$500 monthly allowance for Sales employees.
- \* Amount-based allowance plan is the correct choice since it supports fixed, recurring payments in a defined currency and frequency.
- \* Adding an eligibility rule ensures only employees in the Sales job family are assigned this allowance.

Why not the others?

- \* A. Unit-based allowance plan# Used when pay is based on number of units (e.g., kilometers, credits), not flat amounts.
- \* B. Percent-based allowance plan# Tied to % of base pay, not a fixed dollar figure.
- \* D. Reimbursable allowance plan# Used for expense reimbursements, not recurring flat compensation.

References:

Workday Pro Compensation Training - Allowance Plan Types: Amount-based plans = recurring fixed amounts.

Workday Community - Allowance Plan Configurations.

## NEW QUESTION # 18

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. Compensation Summary
- C. Employee Compensation Details by Job Profile
- **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. Compensation Rule Assignment# Shows rules applied to plans, not worker assignment detail.
- \* 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 # 19

Refer to the following scenario to answer the question below.

A company with salaried and hourly employees has headquarters in London with additional offices in New York and Milan. How do you configure pay ranges for the Software Engineer job profile in each location?

- **A. Create one compensation grade with profiles for each location and attach it to the job profile.**
- B. Create one compensation grade for each location and attach it to the job profile.
- C. Create three compensation grades and attach them to three job profiles.
- D. Create one compensation grade with multiple eligibility rules.

**Answer: A**

Explanation:

- \* Compensation grades define pay ranges, and grade profiles allow variation by location, job family, or other attributes.
- \* In this case, the Software Engineer role exists in London, New York, and Milan, so the best practice is to:
- \* Create one compensation grade (Software Engineer).
- \* Add grade profiles for each location, each with its own pay range.
- \* Attach the grade (with all profiles) to the job profile.

Why not the others?

- \* A. One grade per location# Duplicates maintenance effort; profiles exist for this purpose.
- \* B. Three grades tied to three job profiles# Unnecessary; job profile is the same role globally.
- \* D. One grade with eligibility rules# Eligibility determines who qualifies, not pay ranges per location.

References:

Workday Pro Compensation - Compensation Grades & Profiles Guide: Profiles allow different pay ranges for same grade across locations.

Workday Community - Global Grade Profiles Best Practice.

## NEW QUESTION # 20

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. Place an asterisk before your entry.
- **B. Enter the prefix "field:" first before your entry.**
- C. Enclose your entry in brackets.
- D. Enter your search in all capital letters.

**Answer: B**

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 # 21

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