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Workday Workday-Pro-Compensation Exam Syllabus Topics:

Topic	Details
Topic 1	<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 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">• 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 4	<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.
Topic 5	<ul style="list-style-type: none">• Operational Reporting: In data systems, operational reporting provides insights into real-time operational activities and current performance details.

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WorkdayProCompensationExam Sample Questions (Q35-Q40):

NEW QUESTION # 35

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

One of the compensation administrators has made changes to the eligibility rule for the Sales and Australian plan profile, removing Sales employees. What impact will changing this eligibility rule have?

- **A. Any Australian employee will have an allowance automatically added during a job change and Sales employees will have their allowance automatically removed during a job change.**
- B. All Australian employees will automatically be enrolled in the plan.
- C. A system error will persist.
- D. Sales employees will automatically be removed from the plan.

Answer: A

Explanation:

* If the eligibility rule for Sales / Australia profile is changed to remove "Sales," then all Australian employees (regardless of job family) become eligible.

* As a result:

* Any Australian employee moving roles will be assigned the allowance.

* Sales employees will no longer qualify, so their allowances are automatically removed during compensation/job changes.

Why not the others?

* A. Sales removed immediately# Removal only happens at a transaction/job change evaluation.

* C. All Australians automatically enrolled# Not automatic, triggered during job/comp events.

* D. System error# Not how Workday handles eligibility changes.

References:

Workday Pro Compensation - Allowance Plan Eligibility Rules: Eligibility changes are enforced during transactions (hire, job change, comp change).

Workday Community - Compensation Profiles and Eligibility Handling.

NEW QUESTION # 36

An employee is transferring from one supervisory organization to another and they are subject to compensation change.

What compensation business process will the Change Job transaction trigger?

- A. Propose Compensation Offer
- B. Request Compensation Change
- **C. Propose Compensation Change**
- D. Propose Compensation Hire

Answer: C

Explanation:

- * When an employee undergoes a Change Job (e.g., transferring between supervisory orgs), Workday triggers the Propose Compensation Change business process if compensation is impacted.
- * This allows HR/Comp to adjust salary, allowances, or other plans based on the new job/org details.

Why not the others?

- * A. Propose Compensation Offer# Used during hire/recruiting offers, not job changes.
- * B. Request Compensation Change# Typically a standalone process, not triggered automatically by Change Job.
- * C. Propose Compensation Hire# Used at hire events, not transfers.

References:

Workday Pro Compensation - Business Process Integration: Change Job triggers Propose Compensation Change when comp changes are required.

Workday Community - Change Job & Compensation Flow.

NEW QUESTION # 37

You need to identify employees assigned to bonus plans for which they are not eligible. What report will you use?

- A. View Rollout Compensation Plan Rollout Process
- **B. Employee Compensation Audit**
- C. Employees Assigned Multiple Bonus Plans
- D. Compensation Spreadsheet

Answer: B

Explanation:

- * The Employee Compensation Audit report identifies mismatches, such as employees: Assigned to comp plans for which they are not eligible.
- * Missing comp plans they should have.
- * It is the standard audit tool for verifying eligibility alignment with assigned compensation.

Why not the others?

- * B. Rollout Process report# Tracks rollout actions, not eligibility mismatches.
- * C. Employees Assigned Multiple Bonus Plans# Only checks duplicate plan assignments.
- * D. Compensation Spreadsheet# Used for review/updates, not eligibility audits.

References:

Workday Pro Compensation - Audit Reports: Employee Compensation Audit identifies eligibility issues.

#Final Verified answer: A. Employee Compensation Audit.

NEW QUESTION # 38

After creating a new allowance plan, how can you assign the plan to all eligible employees?

- A. Use the Employee Compensation Plans - Allowance report to identify eligible employees and enter via Change Job events.
- B. Use the View Compensation Plan Rollout Process task to assign eligible employees to the plan.
- **C. Use the Rollout Compensation Plans to Employees task and select the Eligibility Rule that identifies your eligible population.**
- D. Run the Compensation Plan Assignment Audit report to identify employees eligible for the plan and enter via Request Compensation Changes.

Answer: C

Explanation:

- * After creating a new allowance plan, you must assign it to all employees who qualify.
- * The Rollout Compensation Plans to Employees task is the standard Workday process that mass-assigns plans to all workers who meet the eligibility rules.
- * This ensures both current and future eligible employees receive the plan automatically.

Why not the others?

- * B. View Compensation Plan Rollout Process# Monitoring tool, not an assignment process.
- * C. Compensation Plan Assignment Audit# Audit/reporting only, does not assign.
- * D. Employee Compensation Plans - Allowance report# Reporting only; still requires manual actions.

References:

Workday Pro Compensation - Rollout Compensation Plans Process: Ensures eligible employees are assigned plans in bulk.

NEW QUESTION # 39

Refer to the following scenario to answer the question below.

An allowance plan has a default value of \$100 USD. The plan has three profiles:

* \$110 CAD - all Toronto employees are eligible

* €80 EUR - all Paris employees are eligible

* \$120 AUD - all Sydney employees are eligible

When you hire an employee in Dublin, Ireland, what amount does Workday default?

- A. €80 EUR
- B. €0 EUR
- C. \$100 USD
- D. \$0 USD

Answer: C

Explanation:

* The allowance plan has a default = \$100 USD, plus profiles for Toronto, Paris, Sydney.

* Dublin (Ireland) does not have a profile yet, so Workday defaults to the plan default value.

* Since the default is \$100 USD, that is the value assigned at hire.

Why not the others?

* A. €0 EUR# No such rule; Workday always uses defaults when profiles are missing.

* C. €80 EUR# That's Paris profile, not Dublin.

* D. \$0 USD# Incorrect because the plan default is not zero but \$100.

References:

Workday Pro Compensation - Allowance Plan Defaults vs Profiles: If no profile exists for location, the default value applies.

Workday Community - Compensation Plan Defaulting Rules.

NEW QUESTION # 40

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