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Workday Workday-Pro-Compensation Exam Syllabus Topics:

Topic	Details
Topic 1	<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 2	<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 3	<ul style="list-style-type: none">• Operational Reporting: In data systems, operational reporting provides insights into real-time operational activities and current performance details.
Topic 4	<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 5	<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.

WorkdayProCompensationExam Sample Questions (Q28-Q33):

NEW QUESTION # 28

On March 5, you need to award a group of employees an equity adjustment base pay increase effective March 1. It will be processed when payroll runs on March 31. You asked managers to communicate the change by March 20. How can you ensure this increase will not be available to employees in Workday until March 21?

- A. Enter an Actual End Date of March 1.
- B. Enter an Employee Visibility Date of March 21.
- C. Change the Effective Date of the base pay changes to March 5.
- D. Enter an Expected End Date of March 31.

Answer: B

Explanation:

- * Effective Date (March 1)= When the pay increase is valid for payroll.
- * Employee Visibility Date (March 21)= When employees can actually see the change in Workday.
- * This allows managers to communicate the increase by March 20, and employees only see it from March 21 onward, while payroll processes it correctly on March 31.

Why not the others?

- * A. Expected End Date March 31# Used to close plans, not to control visibility.
- * B. Actual End Date March 1# Would end the plan immediately.
- * D. Effective Date March 5# Wrong; payroll needs it effective March 1.

References:

Workday Pro Compensation - Effective Dating & Visibility Dates:Visibility date allows decoupling of when changes are effective vs. when employees see them.

NEW QUESTION # 29

An employee is currently in the process of being transferred to a new location via the change job business process. Prior to this transfer they were intentionally assigned an allowance plan that has no eligibility criteria, and should continue to hold this plan assignment after the transfer is complete. The compensation partner is responsible for ensuring this plan assignment remains unchanged during this business process.

What should the compensation partner do?

- A. Add the removed plan using the Request Compensation Change task.
- B. Assign the plan via the Roll Out Compensation Plan To Employees task.
- **C. Restore the removed plan using the Propose Compensation Change task.**
- D. Set up a Plan Adjustment for the Employees using a default target.

Answer: C

Explanation:

- * During a Change Job, compensation may be recalculated, and plans with no eligibility criteria may inadvertently be dropped.
- * The compensation partner must restore the plan after the transfer using Propose Compensation Change.
- * This ensures the employee retains the allowance assignment without disrupting the change job process.

Why not the others?

- * A. Roll Out Compensation Plans# Mass rollout, not individual fix.
- * B. Plan Adjustment# Adjusts targets/amounts, not restores removed plans.
- * D. Request Compensation Change# Typically for ad hoc changes; restoration during job change is handled via Propose Compensation Change.

References:

Workday Pro Compensation - Change Job & Compensation Handling: Propose Compensation Change restores dropped plans.

NEW QUESTION # 30

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. Employee Compensation Details by Job Profile
- B. Compensation Summary
- **C. Employee Compensation Audit**
- D. Compensation Rule Assignment

Answer: C

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 # 31

An employee is eligible for these compensation bases:

- * International Compensation (ranking 2)
- * Management Compensation (ranking 1)
- * Sales Compensation (ranking 3)

What compensation basis will display as the employee's primary compensation basis?

- A. Sales Compensation
- B. International Compensation

- C. Management Compensation
- D. Total Base Pay

Answer: C

Explanation:

* When multiple compensation bases apply to an employee, Workday selects the primary basis based on ranking (lowest number = highest priority).

* Rankings here:

* Management = 1

* International = 2

* Sales = 3

* Therefore, Management Compensation is the primary basis.

Why not the others?

* B. Sales Compensation# Ranked lowest (3).

* C. International Compensation# Ranked 2, lower than Management.

* D. Total Base Pay# Not listed among eligible ranked bases here.

References:

Workday Pro Compensation - Configurable Compensation Bases: Ranking determines primary basis (lowest rank wins).

NEW QUESTION # 32

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

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

Answer: B

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 # 33

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