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Workday Workday-Pro-Compensation Exam Syllabus Topics:

Topic	Details
Topic 1	• 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 2	• 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 3	• Compensation Management: Compensation management refers to the HR discipline focused on ensuring fair and balanced administration of employee rewards and recognition programs.
Topic 4	• Operational Reporting: In data systems, operational reporting provides insights into real-time operational activities and current performance details.
Topic 5	• 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.

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WorkdayProCompensationExam Sample Questions (Q38-Q43):

NEW QUESTION # 38
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 for each location and attach it to the job profile.
- B. Create three compensation grades and attach them to three job profiles.
- C. Create one compensation grade with profiles for each location and attach it to the job profile.
- D. Create one compensation grade with multiple eligibility rules.

Answer: C

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 # 39
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. Restore the removed plan using the Propose Compensation Change task.
- B. Set up a Plan Adjustment for the Employees using a default target.
- C. Add the removed plan using the Request Compensation Change task.
- D. Assign the plan via the Roll Out Compensation Plan To Employees task.

Answer: A

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 # 40
A salary plan uses an eligibility rule that evaluates if pay rate type is salaried.
To minimize data discrepancies, what configuration do you complete next?

- A. Modify the eligibility rule to evaluate all job profiles.
- B. Assign the salary plan to job profiles.
- C. Assign a pay rate type to job requisitions.
- D. Assign pay rate types to job profiles.

Answer: D

Explanation:
* Since the eligibility rule evaluates pay rate type = salaried, you need to ensure every job profile has the correct pay rate type assigned.
* This prevents mismatches where employees may not qualify for the salary plan due to missing or inconsistent data.
Why not the others?
* A. Modify rule to evaluate all job profiles# Broadens scope incorrectly; doesn't ensure data integrity.
* C. Pay rate type on job requisitions# Impacts recruiting, not existing employee eligibility.
* D. Assign salary plan to job profiles# Comes after ensuring the pay rate type is consistently set.
References:
Workday Pro Compensation - Eligibility Rules & Job Profiles: Pay rate type must be assigned consistently at the job profile level.
Workday Community - Preventing Data Discrepancies in Eligibility.

NEW QUESTION # 41
What is the primary purpose of assigning a Compensation Grade to a Job Profile?

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

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 viaeligibility rules, not compensation grades.
* D. Compensation frequency# Determined byplan 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 # 42

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.
- C. On the last day of the month plus one day.
- D. On the actual end date plus one day.

Answer: D

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 # 43

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