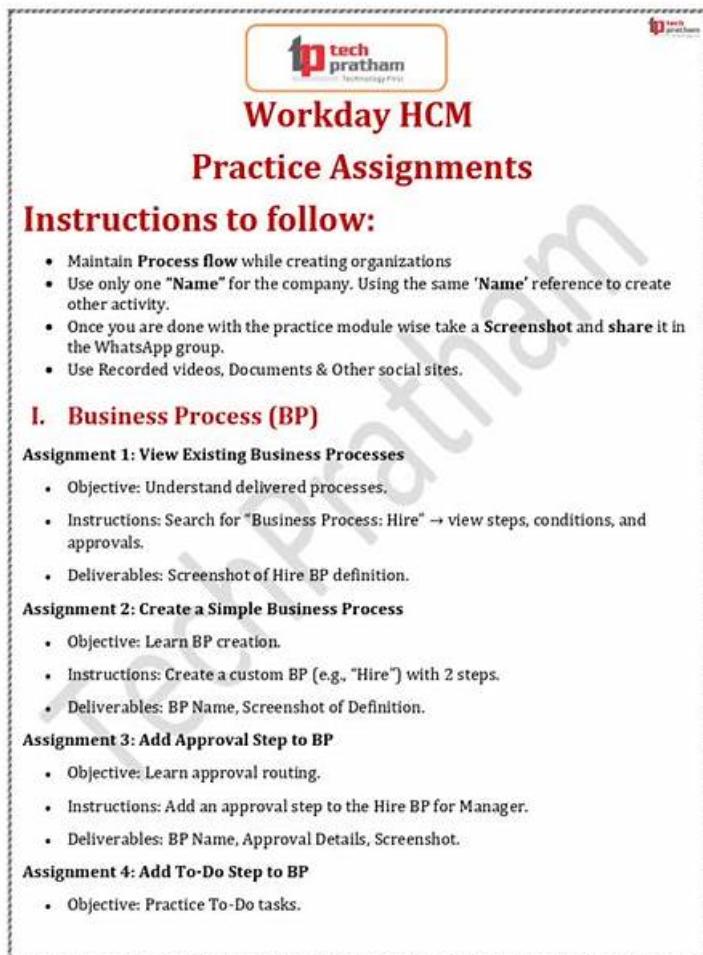


Workday-Pro-Compensation Sample Test Online | Practice Workday-Pro-Compensation Mock



The image shows a document titled "Workday HCM Practice Assignments" from "tech pratham". The document contains instructions for practice assignments, including a list of steps to follow, four assignment sections (Assignment 1 to Assignment 4), and a final objective. The document is framed by a dashed border.

Instructions to follow:

- Maintain Process flow while creating organizations
- Use only one "Name" for the company. Using the same 'Name' reference to create other activity.
- Once you are done with the practice module wise take a Screenshot and share it in the WhatsApp group.
- Use Recorded videos, Documents & Other social sites.

I. Business Process (BP)

Assignment 1: View Existing Business Processes

- Objective: Understand delivered processes.
- Instructions: Search for "Business Process: Hire" → view steps, conditions, and approvals.
- Deliverables: Screenshot of Hire BP definition.

Assignment 2: Create a Simple Business Process

- Objective: Learn BP creation.
- Instructions: Create a custom BP (e.g., "Hire") with 2 steps.
- Deliverables: BP Name, Screenshot of Definition.

Assignment 3: Add Approval Step to BP

- Objective: Learn approval routing.
- Instructions: Add an approval step to the Hire BP for Manager.
- Deliverables: BP Name, Approval Details, Screenshot.

Assignment 4: Add To-Do Step to BP

- Objective: Practice To-Do tasks.

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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"> Operational Reporting: In data systems, operational reporting provides insights into real-time operational activities and current performance details.
Topic 3	<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 4	<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 5	<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.

WorkdayProCompensationExam Sample Questions (Q46-Q51):

NEW QUESTION # 46

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

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

Answer: A

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 # 47

What report lists all compensation components using any eligibility rule?

- A. Employee Compensation Audit
- B. Compensation Changes
- C. Compensation Spreadsheet
- D. Compensation Rule Assignment

Answer: D

Explanation:

* The Compensation Rule Assignment report lists all compensation components (plans, packages, elements, etc.) that are using eligibility rules.
 * This helps administrators verify where and how eligibility rules are applied across the system.

Why not the others?

- * B. Employee Compensation Audit# Focuses on mismatches between eligibility and assignments, not all rules in use.
- * C. Compensation Spreadsheet# Shows comp details, not eligibility rules.
- * D. Compensation Changes# Tracks transaction history, not rule assignments.

References:

Workday Pro Compensation - Audit & Reporting Tools: Rule Assignment report = all components tied to rules.

NEW QUESTION # 48

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

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 # 49

A recruiter is proposing compensation for a candidate during the offer stage. The recruiter would like to change the value of the home internet allowance from \$50 AUD to \$100 AUD, but they are unable to.

Why is the recruiter unable to change the amount?

- A. The candidate is not eligible for a plan profile.
- B. The allowance plan is not included in the compensation package.
- C. The candidate is eligible for more than one compensation package.
- D. The allowance plan has the No Override checkbox selected.

Answer: D

Explanation:

* If the recruiter cannot change the allowance amount (e.g., from \$50 AUD # \$100 AUD), the most likely reason is that the allowance plan is configured with No Override selected.

* No Override prevents users from modifying the default plan amounts during transactions.

Why not the others?

* A. Plan not in package# If missing, it wouldn't appear at all, not appear but be locked.

* B. Eligible for more than one package# Doesn't prevent changing amounts.

* C. Not eligible for profile# Would prevent plan assignment, not lock override fields.

References:

Workday Pro Compensation - Allowance Plan Configuration: No Override restricts modifications to plan amounts.

NEW QUESTION # 50

What report allows you to view each worker's compensation details including total base pay, compensation package, and compa-ratio, for one or more organizations that you manage or support, and optionally their subordinates?

- A. Employee Compensation Audit
- **B. Compensation Spreadsheet**
- C. Total Rewards
- D. Employee Compensation Details by Job Profile

Answer: B

Explanation:

* The Compensation Spreadsheet report provides a detailed view of:

* Worker's total base pay.

* Assigned compensation package.

* Compa-ratio (position in range).

* Can be scoped by organizations and includes subordinates if required.

Why not the others?

* A. Total Rewards# Worker-facing summary report, not detailed comp admin view.

* B. Employee Compensation Details by Job Profile# Focused on jobs, not individual worker comp breakdown.

* D. Employee Compensation Audit# Audit mismatches, not full comp detail.

References:

Workday Pro Compensation - Reports Overview: Compensation Spreadsheet = detailed comp report by org.

NEW QUESTION # 51

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