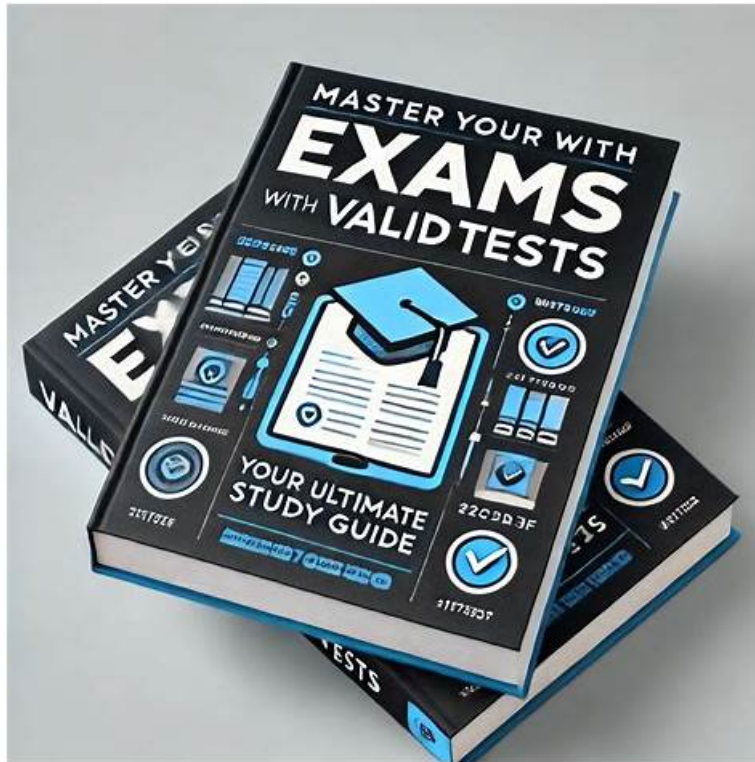


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Workday Workday-Pro-Compensation Exam Syllabus Topics:

Topic	Details
Topic 1	<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 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">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 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.

- **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 (Q53-Q58):

NEW QUESTION # 53

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

Answer: C

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 # 54

A compensation partner runs the Employee Compensation Step Progression Audit report and notices seven employees listed on the report.

What should you do?

- **A. Use the Schedule Automatic Step Progression task to move eligible employees to the next step.**
- B. Use the Maintain Compensation Steps task and add a progression rule to the steps.
- C. Use the Change Job business process to move the employees on the report to a new compensation grade and step.
- D. Use the Set Up Grade Job Profile Adjustment task to update the grade assigned to the employees on the report.

Answer: A

Explanation:

* progression but haven't yet been moved to the next step.

* The corrective action is to run Schedule Automatic Step Progression, which processes all eligible employees and updates their step automatically.

Why not the others?

- * B. Maintain Compensation Steps + progression rule# Only needed if rules are missing. If employees appear, rules already exist.
- * C. Change Job# Not required; step progression is automated.
- * D. Set Up Grade Job Profile Adjustment# Used for grade changes, not step progression.

References:

Workday Pro Compensation - Step Progression Process: Audit report + Schedule Automatic Step Progression ensures progression is applied.

NEW QUESTION # 55

A customer requires an additional month to be paid as per the country's legislative requirements. How do you configure this?

- A. Create an amount-based allowance plan with plan profiles for each month.
- **B. Create a period salary plan with a multiplier of one month.**
- C. Create a one-time payment plan.
- D. Create a percent-based merit plan.

Answer: B

Explanation:

- * Some countries (e.g., Italy, Spain) legally require employees to be paid 13 or 14 times per year.
- * Workday supports this by using a Period Salary Plan with a multiplier, which allows additional months, weeks, or days of pay.
- * In this case, to meet the legislation for an extra month, configure the period salary plan with a 1-month multiplier.

Why not the others?

- * A. Amount-based allowance plan# Allowances are supplemental, not designed for legislated base salary multipliers.
- * B. Percent-based merit plan# Merit is performance-based, not a legislative requirement.
- * C. One-time payment plan# One-time payments are ad hoc, not recurring annual extra months.

References:

Workday Pro Compensation - Period Salary Plans: Used for countries with 13th/14th month pay requirements.
Workday Community - Regional Compensation Setup Guides.

NEW QUESTION # 56

A company wants to create a compensation basis for their sales team. This basis should include:

- * Base salary
- * Monthly commission earnings
- * Quarterly bonus plan

How should they configure this compensation basis?

- **A. Create a configurable compensation basis, including salary, commission, and bonus plan.**
- B. Define a new compensation grade and assign the relevant compensation plans.
- C. Use the total salary and allowances compensation basis and add the bonus plan.
- D. Create a calculation compensation basis, including salary, commission, and bonus plan.

Answer: A

Explanation:

- * A configurable compensation basis allows you to define what plans contribute to compensation calculations.
- * For the sales team, the basis should include:
- * Base salary (salary plan).
- * Monthly commission earnings (commission plan).
- * Quarterly bonus plan (bonus plan).
- * Configurable compensation bases are designed for flexible aggregation of multiple comp plans.

Why not the others?

- * B. Total salary and allowances basis# Covers only salary + allowance, does not include bonus / commission.
- * C. Compensation grade# Defines ranges, not aggregation of comp plans.
- * D. Calculation compensation basis# Not a Workday configuration type (confusion with calculated fields).

References:

Workday Pro Compensation - Configurable Compensation Bases: Allow inclusion of salary, allowances, commissions, bonuses.

NEW QUESTION # 57

You created a new one-time payment plan and enabled employees to request payments for themselves. While testing, you notice that an existing custom validation for the Request One-Time Payment process also applies to the Request One-Time Payment for Self process.

How can you ensure these validations do not run for employees requesting one-time payments for themselves?

- A. Use Configure Options Fields for Request One Time Payment for Self to exclude the fields that are triggering the validations.
- **B. Use Maintain Custom Validations and use One Time Payment Event for Self field to exclude these types of events.**
- C. Use Maintain Custom Validations and add new validations that should apply only for employees requesting one-time payments for themselves.
- D. Remove Employee as Self from the Worker Data: Request One-Time Payment security domain.

Answer: B

Explanation:

* Maintain Custom Validations allows you to refine which events validations apply to.

* Workday distinguishes between Request One-Time Payment (manager/HR initiated) and Request One-Time Payment for Self (employee initiated).

* By using the One Time Payment Event for Self field, you can exclude self-service events from being validated by the existing custom validations.

Why not the others?

* B. Add new validations# Would duplicate rules rather than exclude them.

* C. Remove Employee as Self from security domain# Would block employees from submitting requests, not exclude validations.

* D. Configure Options Fields# Controls fields displayed, not validation logic.

References:

Workday Pro Compensation - Custom Validations Guide: Validations can be scoped to specific business processes, including "for self" variants.

Workday Community - One-Time Payment Event for Self Validation Handling.

NEW QUESTION # 58

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