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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"> 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"> 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"> Compensation Management: Compensation management refers to the HR discipline focused on ensuring fair and balanced administration of employee rewards and recognition programs.

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WorkdayProCompensationExam Sample Questions (Q10-Q15):

NEW QUESTION # 10

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

Answer: A

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 # 11

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

Answer: B

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 # 12

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 # 13

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

You want to give employees in Dublin, Ireland €90 EUR in the allowance. How can you ensure that employees in Ireland receive the correct localized amount during hire without affecting the rate for employees hired in the US?

- A. Use the Set Up Allowance Plan Adjustment task and update the plan default value to €90 EUR.
- **B. Use the Edit Allowance Plan task and add a €90 EUR plan profile for Ireland.**
- C. Use the Request Compensation Change business process and update the amount to €90 EUR.
- D. Use the Set Up Allowance Plan Adjustment task and select the No Override checkbox.

Answer: B

Explanation:

* The correct way to give Dublin employees €90 is to add a new plan profile specific to Ireland.

* Profiles localize allowance values by country/region, ensuring correct defaults without disrupting global defaults.

Why not the others?

* B. Request Compensation Change# Manual, per employee, not scalable.

* C. Set Up Allowance Plan Adjustment - No Override# Adjustment applies to default, not region- specific.

* D. Update plan default value# Would wrongly affect US and all other non-profile employees.

References:

Workday Pro Compensation - Allowance Plan Profiles: Profiles localize compensation by currency/location.

Workday Community - Setting Profiles in Allowance Plans.

NEW QUESTION # 14

What is the purpose of the compensation element?

- A. It ties compensation to the eligibility rules.
- B. It ties compensation to benefit deductions.
- C. It ties compensation to requisition compensation.
- **D. It ties compensation to payroll earnings.**

Answer: D

Explanation:

A compensation element in Workday is the foundational link between a compensation plan (e.g., salary, bonus, allowance) and payroll processing.

* When you assign a compensation plan (like a car allowance, bonus, or salary plan), Workday requires a compensation element that directly maps to a payroll earning code.

* This ensures that the pay component flows into payroll correctly, appears on pay slips, and is taxable /deductible as designed.

Why not the others?

* B. Requisition compensation- Job requisitions use compensation packages for recruiting, but elements are not tied to requisitions.

* C. Eligibility rules- Eligibility determines who can receive the plan, not the element itself.

* D. Benefit deductions- Those are handled by benefit deduction elements, not compensation elements.

References:

Workday Pro Compensation Training: Compensation elements map compensation plans to payroll earnings.

Workday Community - Compensation Elements Overview: Confirms the purpose of elements is payroll integration, not eligibility or benefits.

NEW QUESTION # 15

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