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Workday Workday-Pro-Compensation Exam Syllabus Topics:

Topic	Details
Topic 1	<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 2	<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 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">Compensation Management: Compensation management refers to the HR discipline focused on ensuring fair and balanced administration of employee rewards and recognition programs.
Topic 5	<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.

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WorkdayProCompensationExam Sample Questions (Q31-Q36):

NEW QUESTION # 31

A customer has several one-time payment plans within a tenant. They want to ensure that during a payment event a single one-time payment is submitted.

How should this be configured?

- A. Use a rule-based business process definition
- B. Segment security to the Domain: One Time Payment
- C. Enable Multiple One-Time Payments within the Edit Tenant Setup - HCM > Compensation
- D. Do not enable Multiple One-Time Payments within the Edit Tenant Setup - HCM > Compensation

Answer: D

Explanation:

* If you want to restrict employees so they can only submit a single one-time payment per payment event, you must ensure that Multiple One-Time Payments is not enabled in tenant setup.

* When disabled, Workday enforces one plan per effective date/reason.

Why not the others?

* A. Segment security# Controls data access, not number of payments allowed.

* B. Rule-based BP# Governs approvals/workflow, not structural system behavior.

* C. Enable Multiple One-Time Payments# Would allow multiple entries (opposite of requirement).

References:

Workday Pro Compensation - Tenant Setup for One-Time Payments.

NEW QUESTION # 32

A company's employees based in Italy get paid 13 times in the year compared to the rest of the employees.

What base pay plan supports additional months, weeks, or days of pay?

- A. Salary plan
- B. Period salary plan
- C. Unit salary plan
- D. Hourly plan

Answer: B

Explanation:

* A Period Salary Plan in Workday supports paying employees more than 12 times per year (e.g., 13 or 14 payments for regions like Italy or Spain).

* This allows payroll to spread annual salary across the correct number of pay periods.

Why not the others?

* A. Unit salary plan- Pays based on units (like per credit hour for faculty), not extra months.

* B. Hourly plan- Pays by worked hours, not relevant to salaried employees.

* D. Salary plan- Standard salary plan assumes 12 months and does not support extra pay periods.

References:

Workday Pro Compensation - Salary Plans Overview: Period salary plans are designed for geographies with >12 pay cycles per year.

Workday Community - Global Compensation Setup: Confirms Italy's 13-month pay is supported via Period Salary Plan.

NEW QUESTION # 33

A company needs a \$500 monthly car allowance for its sales team, paid as a flat amount. The allowance should only be for employees in the Sales job family.

How should you configure this allowance plan?

- A. Create a unit-based allowance plan, specifying the number of units and per-unit amount to total \$500 monthly. Create an eligibility rule for the Sales job family and assign it to the plan.
- B. Create a reimbursable allowance plan, specifying \$500 as the reimbursement amount. Create an eligibility rule for the Sales job family and assign it to the plan.
- C. Create a percent-based allowance plan, specifying the percentage of base pay to equal \$500 monthly. Create an eligibility rule for the Sales job family and assign it to the plan.
- **D. Create an amount-based allowance plan, specifying \$500 as the amount, monthly frequency. Create an eligibility rule for the Sales job family and assign it to the plan.**

Answer: D

Explanation:

* The requirement is a flat \$500 monthly allowance for Sales employees.

* Amount-based allowance plans are the correct choice since they support fixed, recurring payments in a defined currency and frequency.

* Adding an eligibility rule ensures only employees in the Sales job family are assigned this allowance.

Why not the others?

* A. Unit-based allowance plan# Used when pay is based on number of units (e.g., kilometers, credits), not flat amounts.

* B. Percent-based allowance plan# Tied to % of base pay, not a fixed dollar figure.

* D. Reimbursable allowance plan# Used for expense reimbursements, not recurring flat compensation.

References:

Workday Pro Compensation Training - Allowance Plan Types: Amount-based plans = recurring fixed amounts.

Workday Community - Allowance Plan Configurations.

NEW QUESTION # 34

A manager is proposing compensation for an employee and is only able to assign the car allowance. When the compensation partner approves the compensation change, they are able to assign any allowance plan configured in the tenant, even if the employee is not eligible for those plans.

What security domain allows the compensation partner to assign allowance plans that the employee is not eligible for?

- **A. Add Compensation Plans: Add Allowance**
- B. Worker Data: Compensation for Managers
- C. Worker Data: Compensation Plan Type
- D. Select Any Compensation Package

Answer: A

Explanation:

* The scenario describes a compensation partner being able to assign any allowance plan, even when the employee is not eligible.

* This is controlled by the security domain "Add Compensation Plans: Add Allowance", which allows users with access to bypass eligibility and directly assign allowance plans.

Why not the others?

* A. Worker Data: Compensation Plan Type# Governs visibility to compensation data, not bypassing eligibility.

* B. Select Any Compensation Package# Pertains to choosing packages, not adding allowance plans outside eligibility.

* C. Worker Data: Compensation for Managers# Grants managers ability to propose comp, but does not override eligibility.

References:

Workday Pro Compensation - Security Domains for Compensation Plans: "Add Compensation Plans: Add Allowance" allows assignment of ineligible allowance plans.

NEW QUESTION # 35

Your company would like to automatically increase pay after 12 months of employment, but only after 400 hours worked. What configuration will achieve this on compensation steps?

- A. Set a duration of 12 months.
- B. Select the "Assign first step during compensation proposal" checkbox and set a progression rule that counts 12 months.
- C. Set a progression rule that counts the number of hours worked.
- **D. Set a duration of 12 months and a step progression rule that counts the number of hours worked.**

Answer: D

Explanation:

In Workday Compensation, step progression is controlled through a combination of duration (time-based eligibility) and progression rules (additional conditions, like hours worked or performance).

Here's how the scenario breaks down:

* Requirement 1 - 12 months of employment

* Workday supports step duration, where you can specify that an employee must remain at a step for a defined period before being eligible for the next step.

* Setting a duration of 12 months ensures that the employee only becomes eligible for a step increase after completing a year in the role.

* Requirement 2 - 400 hours worked

* Workday allows you to configure step progression rules that evaluate conditions beyond time, such as hours worked, performance ratings, or other calculated fields tied to the worker.

* A progression rule counting the number of hours worked ensures that the pay increase is not triggered until the employee meets the required 400 hours.

* Why not the other options?

* A. Assign first step during compensation proposal + 12 months rule- This would only apply the first step, but it doesn't enforce the "400 hours worked" requirement.

* B. Hours worked only- This ignores the requirement of 12 months of employment.

* C. Duration of 12 months only- This ignores the requirement of 400 hours worked.

Thus, only D (duration + step progression rule) satisfies both conditions simultaneously.

References (from Workday Pro Compensation knowledge & learning resources):

* Workday Compensation - Step Progression Configuration: Duration enforces time-in-step, while progression rules allow conditions such as hours worked or performance-based eligibility.

* Workday Pro Training Materials (Compensation module): Step increase rules require combining duration with eligibility/progression conditions for multi-criteria automation.

* Workday Community - Compensation Step Progression Guide: Confirms that when multiple criteria must be met (e.g., tenure and hours worked), they must be configured in both the duration setting and the progression rule logic.

NEW QUESTION # 36

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