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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"> 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"> 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 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

- **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.

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WorkdayProCompensationExam Sample Questions (Q46-Q51):

NEW QUESTION # 46

What is the primary purpose of assigning a Compensation Grade to a Job Profile?

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

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 via eligibility rules, not compensation grades.

* D. Compensation frequency# Determined by plan 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 # 47

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

Answer: A

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 # 48

After creating a new allowance plan, how can you assign the plan to all eligible employees?

- A. Run the Compensation Plan Assignment Audit report to identify employees eligible for the plan and enter via Request Compensation Changes.
- **B. Use the Rollout Compensation Plans to Employees task and select the Eligibility Rule that identifies your eligible population.**
- C. Use the Employee Compensation Plans - Allowance report to identify eligible employees and enter via Change Job events.
- D. Use the View Compensation Plan Rollout Process task to assign eligible employees to the plan.

Answer: B

Explanation:

* After creating a new allowance plan, you must assign it to all employees who qualify.

* The Rollout Compensation Plans to Employees task is the standard Workday process that mass-assigns plans to all workers who meet the eligibility rules.

* This ensures both current and future eligible employees receive the plan automatically.

Why not the others?

* B. View Compensation Plan Rollout Process# Monitoring tool, not an assignment process.

* C. Compensation Plan Assignment Audit# Audit/reporting only, does not assign.

* D. Employee Compensation Plans - Allowance report# Reporting only; still requires manual actions.

References:

Workday Pro Compensation - Rollout Compensation Plans Process: Ensures eligible employees are assigned plans in bulk.

NEW QUESTION # 49

What does the Gross Up checkbox on the one-time payment plan indicate?

- A. You want Workday to apply taxes on the one-time payment.
- **B. You want Workday to automatically adjust the one-time payment so the employee receives the full amount after taxes.**
- C. You want Workday to show the taxes to the user when requesting a one-time payment.
- D. You want Workday to require a compensation partner to manually update the gross up amount when requesting a one-time payment.

Answer: B

Explanation:

* Gross Up= Adjusting a payment so that after tax deductions, the employee takes home the intended net amount.

* Example: If you want an employee to net \$1,000, and taxes are 20%, Workday will calculate and issue ~\$1,250 gross so the employee keeps \$1,000 after taxes.

Why not the others?

* A. Show taxes to user# Not what Gross Up does.

* B. Manual update required# Gross up is automated, not manual.

* C. Apply taxes normally# Workday already applies taxes; gross up goes further by adjusting amounts.

References:

Workday Pro Compensation - One-Time Payment Plan Setup: Gross Up ensures net payment equals requested amount.

Workday Community - Gross Up Functionality.

NEW QUESTION # 50

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 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.
- B. 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.
- **C. 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.**
- D. 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.

Answer: C

Explanation:

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

* Amount-based allowance plan is the correct choice since it supports 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 # 51

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