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Holding a WorkdayProCompensationExam Workday-Pro-Compensation Certification in a certain field definitely shows that one have a good command of the Workday-Pro-Compensation knowledge and professional skills in the related field. However, it is universally accepted that the majority of the candidates for the WorkdayProCompensationExam exam are those who do not have enough spare time and are not able to study in the most efficient way.

## Workday Workday-Pro-Compensation Exam Syllabus Topics:

Topic	Details
Topic 1	<ul style="list-style-type: none"> <li>• <b>Configurable Security:</b> 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.</li> </ul>
Topic 2	<ul style="list-style-type: none"> <li>• <b>Workday Human Capital Management:</b> 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.</li> </ul>
Topic 3	<ul style="list-style-type: none"> <li>• <b>Compensation Management:</b> Compensation management refers to the HR discipline focused on ensuring fair and balanced administration of employee rewards and recognition programs.</li> </ul>
Topic 4	<ul style="list-style-type: none"> <li>• <b>Operational Reporting:</b> In data systems, operational reporting provides insights into real-time operational activities and current performance details.</li> </ul>
Topic 5	<ul style="list-style-type: none"> <li>• <b>Business Process Management (BPM):</b> Business process management (BPM) involves using different approaches to identify, design, analyze, evaluate, refine, and automate business processes for better efficiency.</li> </ul>

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## WorkdayProCompensationExam Sample Questions (Q22-Q27):

### NEW QUESTION # 22

A mobile allowance plan has an amount of \$150 per month. The new amount will be \$200 for those employees using the plan. Employees using an override amount will keep their current difference. How will you update the plan target and maintain current differences?

- A. Use the Set Up Allowance Plan Adjustment task and select Adjust to New Defaults for Employees Using Override.
- B. Use the Remove Compensation Plan process and rollout the new plan to all eligible workers.
- C. Use the Set Up Allowance Plan Adjustment task and select Adjust by Same Amounts for Employees Using Override.
- D. Change the allowance plan amounts and rollout the plan to all eligible workers.

**Answer: C**

Explanation:

\* The business requirement: Raise the default mobile allowance from \$150 # \$200, but keep employees with override amounts at their current difference.

\* Using Set Up Allowance Plan Adjustment with the option Adjust by Same Amounts for Employees Using Override ensures that:

\* The default is increased by \$50.

\* Employees with overrides will also receive a \$50 adjustment (preserving their override difference).

Why not the others?

\* B. Change plan amounts & rollout# Would overwrite override amounts, losing differences.

\* C. Remove and rollout new plan# Unnecessary and disruptive.

\* D. Adjust to New Defaults# Would reset overrides to default, eliminating differences.

References:

Workday Pro Compensation - Allowance Plan Adjustments: Adjust by same amount option maintains override differences.

Workday Community - Managing Plan Adjustments.

### NEW QUESTION # 23

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. Management Compensation
- B. International Compensation
- C. Sales Compensation
- D. Total Base Pay

**Answer: A**

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 # 24

You must make a change to an employee's salary without changing other worker details. What task will you use to make the ad hoc change?

- A. Request One-Time Payment
- B. Request Grade Change
- C. Transfer, Promote or Change Job
- **D. Request Compensation Change**

**Answer: D**

Explanation:

\* The task Request Compensation Change is specifically for updating salary or allowances without affecting other worker details (position, job, location).

\* This allows an ad hoc adjustment to salary while leaving the rest of the worker's profile unchanged.

Why not the others?

\* A. Transfer/Promote/Change Job# Used when job details (title, location, org) change, not just pay.

\* C. Request Grade Change# Alters grade, not salary directly.

\* D. Request One-Time Payment# Temporary, ad hoc payments, not ongoing salary.

References:

Workday Pro Compensation - Compensation Changes Guide: Salary adjustments without job changes use Request Compensation Change.

#### NEW QUESTION # 25

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

**Answer: D**

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 # 26

You are creating a compensation eligibility rule. The entry you are making in the Source External Field or Condition Rule column is displaying all valid fields and eligibility rules.

How can you exclude other condition rules?

- A. Enclose your entry in brackets.
- B. Enter your search in all capital letters.

- C. Place an asterisk before your entry.
- D. Enter the prefix "field:" first before your entry.

**Answer: D**

Explanation:

- \* In eligibility rule setup, the Source External Field or Condition Rule column shows both fields and condition rules.
- \* To restrict your entry to fields only, Workday requires the prefix field:.
- \* Example: entering field:Worker Type ensures only fields appear, excluding other condition rules.

Why not the others?

- \* B. Brackets# Not a recognized syntax.
- \* C. All caps# Doesn't change filtering behavior.
- \* D. Asterisk# Used for wildcard searches, not filtering.

References:

Workday Pro Compensation - Eligibility Rule Building Guide: Syntax uses prefixes such as field: to filter available options.  
 Workday Community - Condition Rule Entry Best Practices.

## NEW QUESTION # 27

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