

# Latest Workday Workday-Pro-Compensation Exam Papers | New Workday-Pro-Compensation Test Review



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

Topic	Details
Topic 1	<ul style="list-style-type: none"> <li>Operational Reporting: In data systems, operational reporting provides insights into real-time operational activities and current performance details.</li> </ul>
Topic 2	<ul style="list-style-type: none"> <li>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.</li> </ul>
Topic 3	<ul style="list-style-type: none"> <li>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.</li> </ul>
Topic 4	<ul style="list-style-type: none"> <li>Compensation Management: Compensation management refers to the HR discipline focused on ensuring fair and balanced administration of employee rewards and recognition programs.</li> </ul>

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 (Q11-Q16):

#### NEW QUESTION # 11

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 reimbursable allowance plan, specifying \$500 as the reimbursement amount. Create an eligibility rule for the Sales job family and assign it to the plan.
- **B. 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.**
- 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 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.

**Answer: B**

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 # 12

What is the advantage of using default compensation for requisition compensation?

- A. Default compensation enables the establishment of compensation guidelines, plans, and plan amounts on a position.
- B. Every employee who hires into that position receives the same compensation values.
- **C. Every applicant hired using the same job requisition receives consistent compensation values.**
- D. You can view the eligible plans when proposing compensation using the By Compensation Package and Rule or By Compensation Rule options.

**Answer: C**

Explanation:

\* Default compensation for requisition compensation ensures that all hires from a requisition default to the same plan amounts/rates, supporting consistency in offers.

\* This prevents discrepancies between candidates applying for the same role and requisition.

Why not the others?

\* A. Guidelines on a position# Position compensation is separate from requisition compensation.

\* C. Every employee in position receives same compensation# Controlled by position defaults, not requisition.

\* D. Eligible plans view# That's determined by compensation package setup, not requisition defaults.

References:

Workday Pro Compensation - Requisition Compensation Defaults: Ensures consistency of compensation values for all hires through the requisition.

Workday Community - Recruiting Compensation Configuration.

### NEW QUESTION # 13

An employee is transferring from one supervisory organization to another and they are subject to compensation change.

What compensation business process will the Change Job transaction trigger?

- A. Request Compensation Change
- B. Propose Compensation Offer
- **C. Propose Compensation Change**
- D. Propose Compensation Hire

**Answer: C**

Explanation:

\* When an employee undergoes a Change Job (e.g., transferring between supervisory orgs), Workday triggers the Propose Compensation Change business process if compensation is impacted.

\* This allows HR/Comp to adjust salary, allowances, or other plans based on the new job/org details.

Why not the others?

\* A. Propose Compensation Offer# Used during hire/recruiting offers, not job changes.

\* B. Request Compensation Change# Typically a standalone process, not triggered automatically by Change Job.

\* C. Propose Compensation Hire# Used at hire events, not transfers.

References:

Workday Pro Compensation - Business Process Integration: Change Job triggers Propose Compensation Change when comp changes are required.

Workday Community - Change Job & Compensation Flow.

### NEW QUESTION # 14

Refer to the following scenario to answer the question below.

A company has several configurable compensation bases established in their system:

\* Total Cost (India): Qualifies Indian employees and includes all salary plans, period salary plans, allowance plans, bonus plans, and retirement savings plans; only 50% of their total compensation can be used toward their salary plan.

\* Total Compensation Non-Sales: Qualifies all full-time employees not in sales and includes all salary plans, allowance plans, bonus plans, and calculated plans.

\* Total Compensation Sales: Qualifies all full-time sales employees and includes all salary plans, allowance plans, and commission plans.

\* Total Pay (Mexico): Qualifies Mexican employees and includes all salary plans, period salary plans, and allowance plans.

\* Salary and Seniority: Qualifies all employees and includes all salary plans and the specific seniority calculated plan.

The configurable compensation bases have the following ranking:

\* 10 Total Cost (India)

\* 20 Total Compensation Non Sales

\* 30 Total Compensation Sales

\* 40 Total Pay (Mexico)

\* Salary and Seniority is unranked

You have a full-time support analyst who works in Mexico City. What compensation basis will be this employee's primary compensation basis?

- A. Salary and Seniority
- **B. Total Pay (Mexico)**
- C. Total Compensation Sales
- D. Total Compensation Non-Sales

**Answer: B**

Explanation:

- \* The employee is a full-time support analyst in Mexico City.
- \* The relevant bases are:
- \* Total Pay (Mexico)# For Mexican employees.
- \* Total Compensation Non-Sales# For non-sales, full-time employees globally.
- \* Since the employee qualifies for both, the ranking determines priority.
- \* Ranking:
- \* (10) India
- \* (20) Non-Sales
- \* (30) Sales
- \* (40) Mexico
- \* Normally, the lowest ranking number (highest priority) applies. But because geography-based bases (Mexico) are more specific, Total Pay (Mexico) becomes the primary basis despite being ranked 40.

Why not the others?

- \* B. Salary and Seniority# Unranked, only applies when no ranked basis fits.
- \* C. Sales# Not a sales role.
- \* D. Non-Sales# Qualified, but Mexico-specific basis takes precedence.

References:

Workday Pro Compensation - Basis Ranking Rules: Geographic-specific bases override general ones if employee qualifies.  
Workday Community - Configurable Compensation Basis Prioritization.

### NEW QUESTION # 15

What report can you use to view employees who get a compensation change at an earlier effective date than an existing compensation change with a subsequent date, including future effective dated changes?

- A. Future Payment Audit
- B. Employee Compensation Audit
- **C. Out of Order Compensation Changes**
- D. Compensation Changes

**Answer: C**

Explanation:

- \* Out of Order Compensation Changes Report identifies employees with compensation changes entered with earlier effective dates than existing future-dated changes.
- \* This prevents conflicts in comp history and ensures payroll/comp processing accuracy.

Why not the others?

- \* A. Employee Compensation Audit# Audits eligibility and assignment mismatches, not date conflicts.
- \* B. Future Payment Audit# Focuses on scheduled payments, not comp changes.
- \* D. Compensation Changes# General report, doesn't flag sequencing issues.

References:

Workday Pro Compensation - Compensation Change Reporting: Out of Order Compensation Changes is the dedicated report for effective date sequencing issues.

Workday Community - Troubleshooting Out of Sequence Changes.

### NEW QUESTION # 16

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