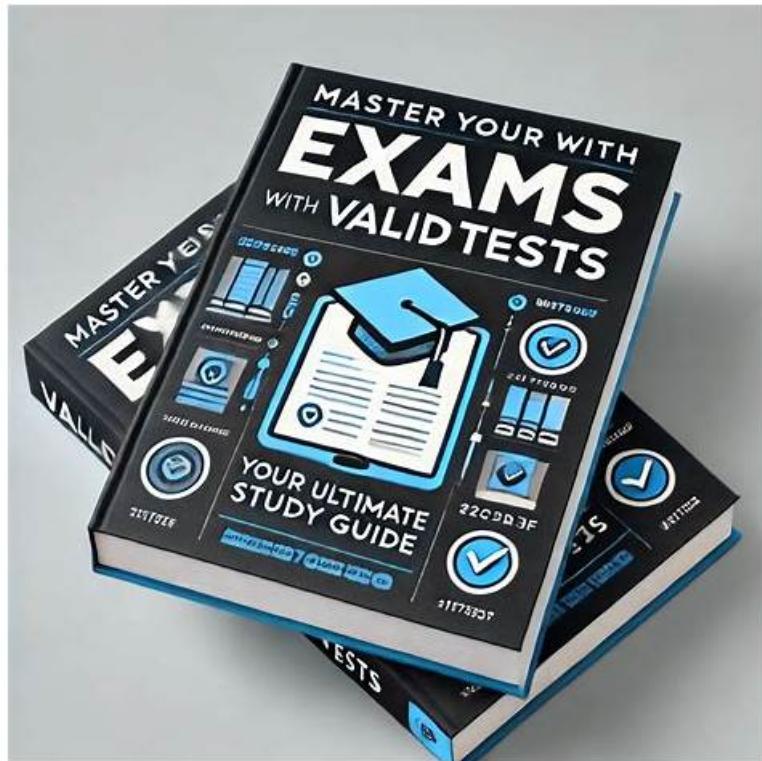


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Workday Workday-Pro-Compensation Exam Syllabus Topics:

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">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 3	<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 4	<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 5	<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.
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WorkdayProCompensationExam Sample Questions (Q25-Q30):

NEW QUESTION # 25

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

Answer: B

Explanation:

* If the recruiter cannot change the allowance amount (e.g., from \$50 AUD to \$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 # 26

You need to create a car allowance plan. In order for your compensation plan to be paid by payroll, you determine you need to create a compensation element. What task do you use to set up the compensation element?

- **A. Maintain Compensation Elements**
- B. Map Compensation Elements to Payroll Earnings
- C. Edit Tenant Setup HCM
- D. Maintain Compensation Element Groups

Answer: A

Explanation:

When setting up a car allowance plan (or any allowance/compensation plan in Workday), you must ensure that it is tied to payroll through the correct compensation element.

Here's the breakdown of the options:

- * Maintain Compensation Elements#
- * This task is where you create, configure, and manage compensation elements.
- * Every compensation plan (like salary, allowance, bonus) must be associated with a compensation element, which then links to payroll earnings for processing.
- * For an allowance, you would create a new compensation element (type = allowance) so that payroll can recognize and pay it.
- * Maintain Compensation Element Groups
- * This is used to group multiple compensation elements together for easier administration, reporting, or eligibility rules.
- * It does not create the element itself, so it's not the right task here.
- * Map Compensation Elements to Payroll Earnings
- * This step is necessary after the element exists, to map the element to the correct payroll earning code (so payroll knows how to pay it).
- * However, you can't map something that hasn't been created yet.
- * Edit Tenant Setup HCM
- * This is a higher-level tenant configuration task for broad HCM settings (security, defaults, integrations, etc.).
- * It is not used for creating compensation elements.

#The correct first step to create an allowance compensation plan that can be processed by payroll is to use the task Maintain Compensation Elements.

References (Workday Pro Compensation knowledge & training):

- * Workday Pro Compensation Training: Compensation elements are the foundation for linking plans to payroll. The "Maintain Compensation Elements" task is where new elements are created.
- * Workday Community - Compensation Element Setup Guide: Clarifies the difference between creating (Maintain Compensation Elements), grouping (Maintain Compensation Element Groups), and mapping (Map Compensation Elements to Payroll Earnings).
- * Workday Payroll & Compensation Integration Documentation: Requires elements to be defined before they can be mapped to earnings.

NEW QUESTION # 27

You need to identify employees assigned to bonus plans for which they are not eligible.
What report will you use?

- A. Employee Compensation Audit
- B. Compensation Spreadsheet
- C. Employees Assigned Multiple Bonus Plans
- D. View Rollout Compensation Plan Rollout Process

Answer: A

Explanation:

- * The Employee Compensation Audit report identifies mismatches, such as employees:
- * Assigned to comp plans for which they are not eligible.
- * Missing comp plans they should have.
- * It is the standard audit tool for verifying eligibility alignment with assigned compensation.

Why not the others?

- * B. Rollout Process report# Tracks rollout actions, not eligibility mismatches.
- * C. Employees Assigned Multiple Bonus Plans# Only checks duplicate plan assignments.
- * D. Compensation Spreadsheet# Used for review/updates, not eligibility audits.

References:

Workday Pro Compensation - Audit Reports: Employee Compensation Audit identifies eligibility issues.
#Final Verified answer: A. Employee Compensation Audit.

NEW QUESTION # 28

You created a new one-time payment plan and enabled employees to request payments for themselves. While testing, you notice that an existing custom validation for the Request One-Time Payment process also applies to the Request One-Time Payment for Self process.

How can you ensure these validations do not run for employees requesting one-time payments for themselves?

- A. Remove Employee as Self from the Worker Data: Request One-Time Payment security domain.
- B. Use Maintain Custom Validations and add new validations that should apply only for employees requesting one-time payments for themselves.

- C. Use Configure Options Fields for Request One Time Payment for Self to exclude the fields that are triggering the validations.
- D. Use Maintain Custom Validations and use One Time Payment Event for Self field to exclude these types of events.

Answer: D

Explanation:

- * Maintain Custom Validations allows you to refine which events validations apply to.
- * Workday distinguishes between Request One-Time Payment (manager/HR initiated) and Request One- Time Payment for Self (employee initiated).
- * By using the One Time Payment Event for Self field, you can exclude self-service events from being validated by the existing custom validations.

Why not the others?

- * B. Add new validations# Would duplicate rules rather than exclude them
- * C. Remove Employee as Self from security domain# Would block employees from submitting requests, not exclude validations.
- * D. Configure Options Fields# Controls fields displayed, not validation logic.

References:

Workday Pro Compensation - Custom Validations Guide: Validations can be scoped to specific business processes, including "for self" variants.

Workday Community - One-Time Payment Event for Self Validation Handling.

NEW QUESTION # 29

A company is in the process of introducing pay ranges for specific job profiles to ensure fair and competitive compensation, which are implemented as compensation grades in Workday. What role do compensation grades fulfill within the Workday compensation framework?

- A. To connect the salary amount to payroll earnings.
- B. To provide guidance when entering pay rates during a transaction.
- C. To determine the employee's eligibility for overtime pay.
- D. To calculate which compensation basis is used for reporting.

Answer: B

Explanation:

- * Compensation grades in Workday define pay ranges (minimum, midpoint, maximum) for job profiles.
- * Their purpose is guidance during compensation transactions (hire, promotion, merit increase, etc.), ensuring pay is competitive and consistent.
- * They do not enforce payroll mapping or overtime eligibility directly but help managers and HR align salary offers to market ranges.

Why not the others?

- * B. Connect salary to payroll# That is done by compensation elements, not grades.
- * C. Overtime eligibility# Determined by work hours & worker type, not grades.
- * D. Compensation basis for reporting# Controlled by comp basis setup, not grades.

References:

Workday Pro Compensation Training - Compensation Grades: Defines grades as "guidelines for pay ranges used during compensation transactions." Workday Community - Compensation Grades Overview.

NEW QUESTION # 30

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