

# Training Workday-Pro-Compensation Online, Books Workday-Pro-Compensation PDF



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Using computer-aided software to pass the Workday Workday-Pro-Compensation exam has become a new trend. Because the new technology enjoys a distinct advantage, that is convenient and comprehensive. In order to follow this trend, our company product such a WorkdayProCompensationExam Workday-Pro-Compensation Exam Questions that can bring you the combination of traditional and novel ways of studying.

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

Topic	Details
Topic 1	<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 2	<ul style="list-style-type: none"><li>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.</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>Operational Reporting: 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>Compensation Management: Compensation management refers to the HR discipline focused on ensuring fair and balanced administration of employee rewards and recognition programs.</li></ul>

## Free PDF 2026 Workday-Pro-Compensation: WorkdayProCompensationExam –Valid Training Online

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### WorkdayProCompensationExam Sample Questions (Q42-Q47):

#### NEW QUESTION # 42

You have a seniority dynamic calculated plan to increase the amount of the plan every three years of an employee's employment. An employee reaches their sixth anniversary. What do you need to do to make sure this employee's plan updates with the new amount?

- A. You do not need to do anything. Workday will check daily and automatically change the amount for the employee.
- B. You need to schedule a Mass Operation Management task to evaluate and update anyone assigned to the dynamic plan.
- C. You need to set up the Schedule Automatic Step Progression task so Workday is on schedule to process the calculation on the anniversary and change the amount for the employee.
- D. You need to create a custom audit report to identify employees who reach their anniversary, and then submit a Request Compensation Change to run the calculation and update the amount for the employee.

#### Answer: A

Explanation:

\* A seniority dynamic calculated plan automatically adjusts based on worker attributes such as length of service.

\* Workday evaluates dynamic calculations daily, ensuring that once an employee reaches their 3-year, 6-year, or other milestone, the plan amount updates automatically without manual intervention.

Why not the others?

\* A. Audit report + Request Compensation Change- Unnecessary; dynamic plans do not require manual updates.

\* B. Schedule Automatic Step Progression- That applies to step progression plans, not dynamic calculated plans.

\* C. Mass Operation Management- Used for bulk updates, but not required here because Workday auto-updates dynamic plans.

References:

Workday Pro Compensation - Dynamic Calculated Plans Guide: Dynamic plans are self-updating based on employee data, recalculated daily.

Workday Community - Dynamic Plan Functionality: Confirms no manual action is needed for anniversary-based increases.

#### NEW QUESTION # 43

You want to award multiple one-time payments for an employee with different one-time payment plans and different scheduled payment dates while sharing the same reason and effective date.

What will you configure to allow this?

- A. Select Disable Pay Date Help Text for One-Time and Referral Payment Processes on Edit Tenant Setup - HCM.
- B. Edit the business process definition for Request One-Time Payment and add a Review step for HR Partner.
- C. Select Enable Multiple One-Time Payments on Edit Tenant Setup - HCM.
- D. Configure the same eligibility rules on all one-time payment plans and include them in the compensation package.

#### Answer: C

Explanation:

\* By default, Workday restricts one-time payments so that only one plan per effective date/reason can be entered.

\* To allow multiple one-time payments (different plans and pay dates, same effective date/reason), you must enable:

\* "Enable Multiple One-Time Payments" in Edit Tenant Setup - HCM.

Why not the others?

- \* A. Add Review step for HR Partner# Impacts workflow, not configuration.
- \* B. Disable Pay Date Help Text# Only changes help text display, not functionality.
- \* D. Configure same eligibility rules & package# Doesn't override the one-payment-per-effective-date limitation.

References:

Workday Pro Compensation - Tenant Setup for One-Time Payments: Multiple one-time payments option enables different plans under the same effective date.

#### NEW QUESTION # 44

You added a signing bonus during the Offer event, but the signing bonus did not carry forward into the Hire event. What is missing from your configuration?

- A. The Request One-Time business process security policy must include the Initiator for the Review action.
- B. You must include the Signing Bonus one-time payment in the Compensation Package.
- C. The Request One-Time Payment business process needs to include an approval step.
- D. **You must add Request One-Time Payment as a subprocess of the Hire business process.**

#### Answer: D

Explanation:

- \* In Workday, one-time payments (like signing bonuses) must flow from Offer # Hire to remain consistent.
- \* If the signing bonus added during Offer doesn't carry into Hire, it means the Hire business process is missing the Request One-Time Payment subprocess.

\* Adding it ensures that any one-time payments from the offer are automatically included in the hire event.

Why not the others?

- \* A. Include in package# Package inclusion allows proposal but doesn't ensure carry-forward into Hire.
- \* B. Add approval step# Workflow step won't fix missing subprocess link.
- \* D. Update security policy# Security won't solve missing subprocess configuration.

References:

Workday Pro Compensation - Offer & Hire Integration: One-time payments carry into hire only if Request One-Time Payment is a subprocess.

#### NEW QUESTION # 45

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

#### Answer: C

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 # 46

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

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

**Answer: C**

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 # 47

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After our unremitting efforts, Workday-Pro-Compensation learning guide comes in everybody's expectation. Our professional experts not only have simplified the content and grasp the key points for our customers, but also recompiled the Workday-Pro-Compensation preparation materials into simple language so that all of our customers can understand easily no matter which countries they are from. In such a way, you will get a leisure study experience as well as a doomed success on your coming Workday-Pro-Compensation Exam.

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