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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 | <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. |

WorkdayProCompensationExam Sample Questions (Q45-Q50):

NEW QUESTION # 45

Airplane pilots receive a base salary as compensation. They also receive compensation based on the number of kilometers flown. The more they fly, the more they get paid. You need to create a plan to show estimated wages based on kilometers flown to include in an offer letter. What type of plan should you create?

- A. Unit salary plan
- B. Unit-based allowance plan
- C. One-time payment plan
- D. Period salary plan

Answer: A

Explanation:

- * A Unit Salary Plan pays based on units worked (e.g., miles, credits, or kilometers).
- * In this case, pilots earn extra based on kilometers flown, making unit salary plan the correct choice.
- * It also supports estimation of wages for offer letters since you can project based on expected units.

Why not the others?

- * A. Unit-based allowance plan# Allowances are flat recurring payments, not tied to actual units worked.
- * B. One-time payment# Used for bonuses or ad hoc payments, not recurring per-unit pay.
- * D. Period salary plan# Handles additional pay periods, not per-unit payments.

References:

Workday Compensation Plans Training: Unit salary plans are designed for recurring, unit-driven pay like teaching credits or mileage.
Workday Community - Unit Salary Plans.

NEW QUESTION # 46

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

Answer: A

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 # 47

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 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.**
- B. 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.
- C. 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.
- 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: A

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 # 48

How do you configure a salary plan to prorate an employee's scheduled hours?

- A. Eligibility Rules
- **B. Apply FTE%**
- C. Compensation Element
- D. Exclude from Merit

Answer: B

Explanation:

When configuring a salary plan, you can choose whether the plan amount should automatically adjust for part-time employees based on FTE% (Full-Time Equivalent percentage).

- * Apply FTE% ensures that the salary plan prorates according to scheduled hours vs. full-time hours.
- * Example: If an employee works 50% FTE, a \$60,000 annual salary plan will automatically adjust to \$30,000.

Why not the others?

- * B. Compensation Element- Elements link plans to payroll but do not control proration.
- * C. Eligibility Rules- Define who is eligible, not how amounts are prorated.

* D. Exclude from Merit- Used in merit review processes, unrelated to proration.

References:

Workday Pro Compensation Training: Salary plans have a checkbox "Apply FTE%" to prorate salaries based on work schedule.

Workday Community - Salary Plan Configuration: Confirms FTE% is the method for automatic proration.

NEW QUESTION # 49

Where can you configure a guideline warning for a Compensation Package?

- A. On the segment range
- **B. On the primary compensation basis pay range**
- C. On the compa-ratio
- D. On the position in range

Answer: B

Explanation:

* Guideline warnings in Workday Compensation are configured at the primary compensation basis pay range level.

* These warnings alert HR/Managers if an entered amount is outside the allowed range or guideline thresholds (e.g., 90%-110% of midpoint).

* They act as soft controls for ensuring compliance with comp policy.

Why not the others?

* A. Position in range# This is a calculation, not a configuration point.

* B. Compa-ratio# A metric comparing pay to midpoint; doesn't hold guideline warnings.

* D. Segment range# Related to segment-based ranges in variable comp, not base pay packages.

References:

Workday Pro Compensation - Compensation Basis & Pay Range Setup: Guideline warnings configured at compensation basis.

Workday Community - Pay Range Guidelines Configuration.

NEW QUESTION # 50

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