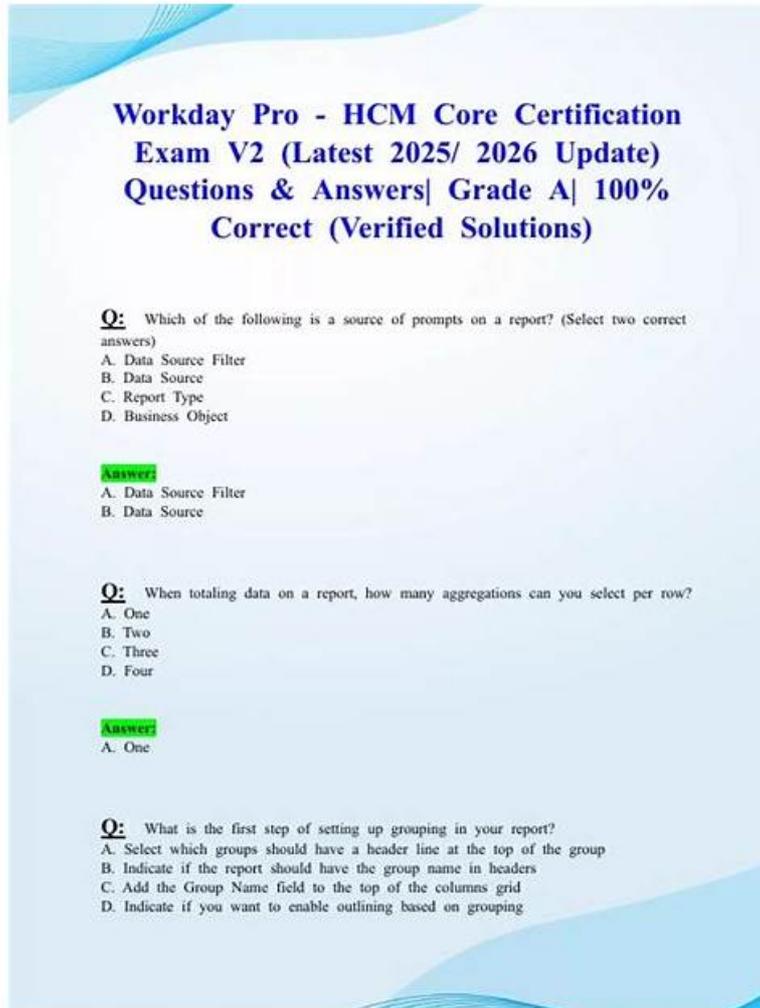


# Free PDF Quiz 2026 Workday Professional Workday-Pro-Compensation Latest Study Notes



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

Topic	Details
Topic 1	<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 2	<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>

Topic 3	<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 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>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>

>> **Workday-Pro-Compensation Latest Study Notes** <<

## **Workday-Pro-Compensation Hottest Certification, Workday-Pro-Compensation Exam Flashcards**

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### **WorkdayProCompensationExam Sample Questions (Q19-Q24):**

#### **NEW QUESTION # 19**

What is the purpose of the compensation element?

- A. It ties compensation to requisition compensation.
- **B. It ties compensation to payroll earnings.**
- C. It ties compensation to benefit deductions.
- D. It ties compensation to the eligibility rules.

**Answer: B**

Explanation:

A compensation element in Workday is the foundational link between a compensation plan (e.g., salary, bonus, allowance) and payroll processing.

\* When you assign a compensation plan (like a car allowance, bonus, or salary plan), Workday requires a compensation element that directly maps to a payroll earning code.

\* This ensures that the pay component flows into payroll correctly, appears on pay slips, and is taxable /deductible as designed.

Why not the others?

\* B. Requisition compensation- Job requisitions use compensation packages for recruiting, but elements are not tied to requisitions.

\* C. Eligibility rules- Eligibility determines who can receive the plan, not the element itself.

\* D. Benefit deductions- Those are handled by benefit deduction elements, not compensation elements.

References:

Workday Pro Compensation Training: Compensation elements map compensation plans to payroll earnings.

Workday Community - Compensation Elements Overview: Confirms the purpose of elements is payroll integration, not eligibility or benefits.

#### **NEW QUESTION # 20**

A customer configured a step-based grade with a progression sequence that uses eligibility rules. The design will progress an employee if the employee does not have a poor performance rating.

Performance is measured from 1 - 5, with selection list 1 being poor performance, and selection list 5 being outstanding performance.

The progression sequence is as follows:

\* Step 1 is \$25 Hourly

\* Step 2 is \$30 Hourly

\* Step 3 is \$35 Hourly

What should the conditional logic be?

- A. Step 1 and Step 2 require condition logic that evaluates if performance review rating is not in the selection list 1.
- **B. Step 2 and Step 3 require condition logic that evaluates if performance review rating is not in the selection list 1.**
- C. Step 1, Step 2, and Step 3 require condition logic that evaluates if performance review rating is in the selection list 1.
- D. Step 1 and Step 2 require condition logic that evaluates if performance review rating is in the selection list 1.

**Answer: B**

Explanation:

\* The design requires that employees only progress if they do NOT have poor performance (rating = 1).

\* Thus:

\* Step 1 = entry, no condition needed.

\* Step 2 and Step 3 require conditional logic: Performance rating # 1.

\* This ensures employees can only progress beyond Step 1 if their performance is above "poor." Why not the others?

\* A. All steps require condition logic rating = 1 # Would block all progress (wrong condition).

\* C. Step 1 and 2 require # 1 # Step 1 is the baseline, no condition required.

\* D. Step 1 and 2 require rating = 1 # Opposite of requirement, would keep poor performers eligible.

References:

Workday Pro Compensation - Step Progression with Conditional Logic: Conditional rules can block progression based on performance criteria.

Workday Community - Step-based Progression Setup.

## NEW QUESTION # 21

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

**Answer: D**

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 a car 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 a car 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 # 22

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

**Answer: D**

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 # 23

A compensation partner runs the Employee Compensation Step Progression Audit report and notices seven employees listed on the report.

What should you do?

- **A. Use the Schedule Automatic Step Progression task to move eligible employees to the next step.**
- B. Use the Change Job business process to move the employees on the report to a new compensation grade and step.
- C. Use the Set Up Grade Job Profile Adjustment task to update the grade assigned to the employees on the report.
- D. Use the Maintain Compensation Steps task and add a progression rule to the steps.

**Answer: A**

Explanation:

\* progression but haven't yet been moved to the next step.

\* The corrective action is to run Schedule Automatic Step Progression, which processes all eligible employees and updates their step automatically.

Why not the others?

\* B. Maintain Compensation Steps + progression rule# Only needed if rules are missing. If employees appear, rules already exist.

\* C. Change Job# Not required; step progression is automated.

\* D. Set Up Grade Job Profile Adjustment# Used for grade changes, not step progression.

References:

Workday Pro Compensation - Step Progression Process: Audit report + Schedule Automatic Step Progression ensures progression is applied.

## NEW QUESTION # 24

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