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Workday Workday-Pro-Compensation Exam Syllabus Topics:

Topic	Details
Topic 1	<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.
Topic 2	<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 3	<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 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.

- **Compensation Management:** Compensation management refers to the HR discipline focused on ensuring fair and balanced administration of employee rewards and recognition programs.

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WorkdayProCompensationExam Sample Questions (Q32-Q37):

NEW QUESTION # 32

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. Management Compensation**
- D. Sales Compensation

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 # 33

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 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.
- C. 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.
- D. You need to schedule a Mass Operation Management task to evaluate and update anyone assigned to the dynamic plan.

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 # 34

A consultant is configuring plan eligibility using organizational membership and job family as the two qualifying factors (inclusive). Five employees meet the job family criteria and 50 employees meet the organization criteria. Rules must be executed at optimal performance.

How does this requirement impact the design of the rule?

- A. Job family will precede organizational membership.
- B. Eligibility is sequenced automatically.
- C. The consultant will remove the job family criterion.
- **D. Organizational membership will precede job family.**

Answer: D

Explanation:

- * In Workday, eligibility rules are optimized by sequencing broader population filters first, followed by narrower ones.

* Here:

* Organization = 50 employees

* Job family = 5 employees

* To ensure performance optimization, the system should first filter by organizational membership (50), then apply job family (5).

* This reduces the number of workers Workday needs to evaluate at the second step.

Why not the others?

- * B. Eligibility sequenced automatically# Not entirely true; sequencing can be configured for optimization.
- * C. Remove job family# Would ignore requirements.
- * D. Job family precedes organization# Less efficient, because it would start from 5 but miss optimal evaluation across 50 employees.

References:

Workday Pro Compensation - Eligibility Rule Performance Best Practices: Sequence broader criteria first (org membership) for efficiency.

Workday Community - Rule Design Guidance.

NEW QUESTION # 35

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

Answer: B

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 # 36

Refer to the following scenario to answer the question below.

An allowance plan has a default value of \$100 USD. The plan has three profiles:

- * \$110 CAD - all Toronto employees are eligible
- * €80 EUR - all Paris employees are eligible
- * \$120 AUD - all Sydney employees are eligible

You want to give employees in Dublin, Ireland €90 EUR in the allowance. How can you ensure that employees in Ireland receive the correct localized amount during hire without affecting the rate for employees hired in the US?

- **A. Use the Edit Allowance Plan task and add a €90 EUR plan profile for Ireland.**
- B. Use the Set Up Allowance Plan Adjustment task and update the plan default value to €90 EUR.
- C. Use the Set Up Allowance Plan Adjustment task and select the No Override checkbox.
- D. Use the Request Compensation Change business process and update the amount to €90 EUR.

Answer: A

Explanation:

- * The correct way to give Dublin employees €90 is to add a new plan profile specific to Ireland.
- * Profiles localize allowance values by country/region, ensuring correct defaults without disrupting global defaults.

Why not the others?

- * B. Request Compensation Change# Manual, per employee, not scalable.
- * C. Set Up Allowance Plan Adjustment - No Override# Adjustment applies to default, not region- specific.
- * D. Update plan default value# Would wrongly affect US and all other non-profile employees.

References:

Workday Pro Compensation - Allowance Plan Profiles: Profiles localize compensation by currency/location.

Workday Community - Setting Profiles in Allowance Plans.

NEW QUESTION # 37

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