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Workday Workday-Pro-Compensation Exam Syllabus Topics:

Topic	Details
Topic 1	• 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	• 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	• Operational Reporting: In data systems, operational reporting provides insights into real-time operational activities and current performance details.
Topic 4	• Compensation Management: Compensation management refers to the HR discipline focused on ensuring fair and balanced administration of employee rewards and recognition programs.
Topic 5	• 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 (Q44-Q49):

NEW QUESTION # 44
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. Configure the same eligibility rules on all one-time payment plans and include them in the compensation package.
- B. Select Disable Pay Date Help Text for One-Time and Referral Payment Processes on Edit Tenant Setup - HCM.
- C. Edit the business process definition for Request One-Time Payment and add a Review step for HR Partner.
- D. Select Enable Multiple One-Time Payments on Edit Tenant Setup - HCM.

Answer: D

Explanation:
* By default, Workday restricts one-time payments so that onlyone plan per effective date/reasoncan be entered.
* To allowmultiple one-time payments(different plans and pay dates, same effective date/reason), you must enable:
* "Enable Multiple One-Time Payments"inEdit 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 # 45
What is the purpose of the compensation element?

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

Answer: C

Explanation:
Acompensation elementin Workday is the foundational link between acompensation plan(e.g., salary, bonus, allowance) andpayroll

processing.
* When you assign a compensation plan (like a car allowance, bonus, or salary plan), Workday requires a compensation elementthat directly maps to apayroll 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 determineswhocan receive the plan, not the element itself.
* D. Benefit deductions- Those are handled bybenefit 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 # 46
Refer to the following scenario to answer the question below.
A company with salaried and hourly employees has headquarters in London with additional offices in New York and Milan. How do you configure pay ranges for the Software Engineer job profile in each location?

* A. Create one compensation grade for each location and attach it to the job profile.
* B. Create one compensation grade with multiple eligibility rules.
* C. Create three compensation grades and attach them to three job profiles.
* D. Create one compensation grade with profiles for each location and attach it to the job profile.

Answer: D

Explanation:
* Compensationgradesdefine pay ranges, andgrade profilesallow variation bylocation, job family, or other attributes.
* In this case, the Software Engineer role exists inLondon, New York, and Milan, so the best practice is to:
* Createone compensation grade(Software Engineer).
* Addgrade profilesfor each location, each with its own pay range.
* Attach thegrade(with all profiles) to the job profile.
Why not the others?
* A. One grade per location# Duplicates maintenance effort; profiles exist for this purpose.
* B. Three grades tied to three job profiles# Unnecessary; job profile is the same role globally.
* D. One grade with eligibility rules# Eligibility determines who qualifies, not pay ranges per location.
References:
Workday Pro Compensation - Compensation Grades & Profiles Guide:Profiles allow different pay ranges for same grade across locations.
Workday Community - Global Grade Profiles Best Practice.

NEW QUESTION # 47
A salary plan uses an eligibility rule that evaluates if pay rate type is salaried.
To minimize data discrepancies, what configuration do you complete next?

* A. Assign the salary plan to job profiles.
* B. Assign a pay rate type to job requisitions.
* C. Modify the eligibility rule to evaluate all job profiles.
* D. Assign pay rate types to job profiles.

Answer: D

Explanation:
* Since the eligibility rule evaluatespay rate type = salaried, you need to ensure every job profile has thecorrect pay rate type assigned.
* This prevents mismatches where employees may not qualify for the salary plan due to missing or inconsistent data.
Why not the others?
* A. Modify rule to evaluate all job profiles# Broadens scope incorrectly; doesn't ensure data integrity.
* C. Pay rate type on job requisitions# Impacts recruiting, not existing employee eligibility.

* D. Assign salary plan to job profiles# Comes after ensuring the pay rate type is consistently set.
References:
Workday Pro Compensation - Eligibility Rules & Job Profiles:Pay rate type must be assigned consistently at the job profile level.
Workday Community - Preventing Data Discrepancies in Eligibility.

NEW QUESTION # 48
What report can you use to view employees who get a compensation change at an earlier effective date than an existing compensation change with a subsequent date, including future effective dated changes?

- A. Future Payment Audit
- B. Out of Order Compensation Changes
- C. Compensation Changes
- D. Employee Compensation Audit

Answer: B

Explanation:
* Out of Order Compensation Changes Reportidentifies employees with compensation changes enteredwith earlier effective dates than existing future-dated changes.
* This prevents conflicts in comp history and ensures payroll/comp processing accuracy.
Why not the others?
* A. Employee Compensation Audit# Audits eligibility and assignment mismatches, not date conflicts.
* B. Future Payment Audit# Focuses on scheduled payments, not comp changes.
* D. Compensation Changes# General report, doesn't flag sequencing issues.
References:
Workday Pro Compensation - Compensation Change Reporting:Out of Order Compensation Changes is the dedicated report for effective date sequencing issues.
Workday Community - Troubleshooting Out of Sequence Changes.

NEW QUESTION # 49
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