

Seeing Valid Workday-Pro-Compensation Exam Cost - No Worry About WorkdayProCompensationExam



Workday Pro HCM Core Exam Guide

Congratulations on making it this far in your Workday Pro journey. You're one test away from the benefits of being a Workday Pro, including access to the [Workday Touchpoints Kit](#) and membership to an exclusive Workday Pro collaboration group on Workday Community.

This study guide is designed to help you prepare for the Workday Pro exam. This guide provides general testing information and outlines the specific topics covered in each segment of the exam.

Workday dumps are designed according to the Workday Workday-Pro-Compensation certification exam standard and have hundreds of questions similar to the actual Workday-Pro-Compensation exam. Pass4cram WorkdayProCompensationExam (Workday-Pro-Compensation) web-based practice exam software also works without installation. It is browser-based; therefore no need to install it, and you can start practicing for the WorkdayProCompensationExam (Workday-Pro-Compensation) exam by creating the Workday Workday-Pro-Compensation practice test.

Workday Workday-Pro-Compensation Exam Syllabus Topics:

Topic	Details
Topic 1	<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 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">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.
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.

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This format of our Workday-Pro-Compensation product is easiest to use due to its compatibility with web-browsers. This handy feature makes it your go-to online platform to evaluate your preparation. Conceptual and tough Workday-Pro-Compensation questions will prompt on your screen which will test your true concepts. Workday Certification Exams Questions taken from past papers will also be given to give you a brief idea of the actual difficulty level of the WorkdayProCompensationExam (Workday-Pro-Compensation) exam. Its large question bank prepares you to ace your exam with ease and it will also help you to pinpoint your mistakes and weaknesses and work on them.

WorkdayProCompensationExam Sample Questions (Q47-Q52):

NEW QUESTION # 47

A company wants to create a compensation basis for their sales team. This basis should include:

- * Base salary
- * Monthly commission earnings
- * Quarterly bonus plan

How should they configure this compensation basis?

- A. Create a configurable compensation basis, including salary, commission, and bonus plan.
- B. Use the total salary and allowances compensation basis and add the bonus plan.
- C. Create a calculation compensation basis, including salary, commission, and bonus plan.
- D. Define a new compensation grade and assign the relevant compensation plans.

Answer: A

Explanation:

* A configurable compensation basis allows you to define what plans contribute to compensation calculations.

* For the sales team, the basis should include:

- * Base salary (salary plan).
- * Monthly commission earnings (commission plan).
- * Quarterly bonus plan (bonus plan).

* Configurable compensation bases are designed for flexible aggregation of multiple comp plans.

Why not the others?

* B. Total salary and allowances basis# Covers only salary + allowance, does not include bonus /commission.

* C. Compensation grade# Defines ranges, not aggregation of comp plans.

* D. Calculation compensation basis# Not a Workday configuration type (confusion with calculated fields).

References:

Workday Pro Compensation - Configurable Compensation Bases: Allow inclusion of salary, allowances, commissions, bonuses.

NEW QUESTION # 48

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

Answer: D

Explanation:

- * Compensation grades define pay ranges, and grade profiles allow variation by location, job family, or other attributes.
- * In this case, the Software Engineer role exists in London, New York, and Milan, so the best practice is to:
- * Create one compensation grade (Software Engineer).
- * Add grade profiles for each location, each with its own pay range.
- * Attach the grade (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 # 49

Your company would like to automatically increase pay after 12 months of employment, but only after 400 hours worked. What configuration will achieve this on compensation steps?

- A. Set a duration of 12 months.
- B. Set a progression rule that counts the number of hours worked.
- C. Select the "Assign first step during compensation proposal" checkbox and set a progression rule that counts 12 months.
- D. **Set a duration of 12 months and a step progression rule that counts the number of hours worked.**

Answer: D

Explanation:

In Workday Compensation, step progression is controlled through a combination of duration (time-based eligibility) and progression rules (additional conditions, like hours worked or performance).

Here's how the scenario breaks down:

- * Requirement 1 - 12 months of employment
- * Workday supports step duration, where you can specify that an employee must remain at a step for a defined period before being eligible for the next step.
- * Setting a duration of 12 months ensures that the employee only becomes eligible for a step increase after completing a year in the role.
- * Requirement 2 - 400 hours worked
- * Workday allows you to configure step progression rules that evaluate conditions beyond time, such as hours worked, performance ratings, or other calculated fields tied to the worker.
- * A progression rule counting the number of hours worked ensures that the pay increase is not triggered until the employee meets the required 400 hours.
- * Why not the other options?
- * A. Assign first step during compensation proposal + 12 months rule- This would only apply the first step, but it doesn't enforce the "400 hours worked" requirement.
- * B. Hours worked only- This ignores the requirement of 12 months of employment.
- * C. Duration of 12 months only- This ignores the requirement of 400 hours worked.

Thus, only D (duration + step progression rule) satisfies both conditions simultaneously.

References (from Workday Pro Compensation knowledge & learning resources):

- * Workday Compensation - Step Progression Configuration: Duration enforces time-in-step, while progression rules allow conditions such as hours worked or performance-based eligibility.
- * Workday Pro Training Materials (Compensation module): Step increase rules require combining duration with eligibility/progression conditions for multi-criteria automation.
- * Workday Community - Compensation Step Progression Guide: Confirms that when multiple criteria must be met (e.g., tenure and hours worked), they must be configured in both the duration setting and the progression rule logic.

NEW QUESTION # 50

Refer to the following scenario to answer the question below.

A company pays its employees a monthly allowance. Plan targets are dependent on plan profile eligibility rules. There are 100 different types of plan profiles, each with a specific target amount for the eligible population. Sample plan profile eligibility criteria include:

- * Job Family = Human Resources \$50 USD
- * Job Family = Sales \$70 USD
- * Job Family and Country = Human Resources / Australia \$78 AUD
- * Job Family and Country = Sales / Australia \$110 AUD

The HR administrator has made some changes to the Sales job family. The job family now contains the job profile Sales Analyst. When accessing the Employee Compensation Audit report, what column will highlight the allowance plan for the Sales Analyst?

- **A. Unassigned Eligible Compensation Components**
- B. Assigned Ineligible Compensation Components
- C. Assigned Eligible Compensation Components
- D. This plan won't appear on the report

Answer: A

Explanation:

- * The Employee Compensation Audit Report highlights mismatches between eligibility rules and actual assignments.
- * Since Sales Analyst is part of Sales job family but eligibility rules may not yet reflect this new job profile, the allowance plan appears under Unassigned Eligible Compensation Components# meaning the employee is eligible but has not yet been assigned the component.

Why not the others?

- * A. Won't appear# It will appear, because Sales job family has a profile.
- * B. Assigned Eligible Compensation Components# Only if already assigned.
- * D. Assigned Ineligible Compensation Components# Not correct, because Sales Analyst job profile makes them eligible.

References:

Workday Pro Compensation - Audit Reporting: Explains difference between Assigned Eligible, Unassigned Eligible, and Assigned Ineligible.

Workday Community - Compensation Audit Report Usage.

NEW QUESTION # 51

You created a new one-time payment plan and enabled employees to request payments for themselves. While testing, you notice that an existing custom validation for the Request One-Time Payment process also applies to the Request One-Time Payment for Self process.

How can you ensure these validations do not run for employees requesting one-time payments for themselves?

- A. Remove Employee as Self from the Worker Data: Request One-Time Payment security domain.
- B. Use Maintain Custom Validations and add new validations that should apply only for employees requesting one-time payments for themselves.
- **C. Use Maintain Custom Validations and use One Time Payment Event for Self field to exclude these types of events.**
- D. Use Configure Options Fields for Request One Time Payment for Self to exclude the fields that are triggering the validations.

Answer: C

Explanation:

- * Maintain Custom Validations allows you to refine which events validations apply to.
- * Workday distinguishes between Request One-Time Payment (manager/HR initiated) and Request One-Time Payment for Self (employee initiated).
- * By using the One Time Payment Event for Self field, you can exclude self-service events from being validated by the existing custom validations.

Why not the others?

- * B. Add new validations# Would duplicate rules rather than exclude them.
- * C. Remove Employee as Self from security domain# Would block employees from submitting requests, not exclude validations.
- * D. Configure Options Fields# Controls fields displayed, not validation logic.

References:

Workday Pro Compensation - Custom Validations Guide: Validations can be scoped to specific business processes, including "for self" variants.

Workday Community - One-Time Payment Event for Self Validation Handling

NEW QUESTION # 52

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