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Workday Workday-Pro-Compensation Exam Syllabus Topics:

Topic	Details
Topic 1	<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 2	<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 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"> • Compensation Management: Compensation management refers to the HR discipline focused on ensuring fair and balanced administration of employee rewards and recognition programs.
Topic 5	<ul style="list-style-type: none"> • Operational Reporting: In data systems, operational reporting provides insights into real-time operational activities and current performance details.

WorkdayProCompensationExam Sample Questions (Q28-Q33):

NEW QUESTION # 28

What report allows you to view the compensation components that the worker is assigned and eligible for, unassigned and eligible for, and assigned and ineligible for?

- A. Compensation Summary
- B. Employee Compensation Details by Job Profile
- **C. Employee Compensation Audit**
- D. Compensation Rule Assignment

Answer: C

Explanation:

- * TheEmployee Compensation Audit reportshows, for each worker:
- * Assigned & eligiblecompensation components.
- * Unassigned but eligiblecomponents.
- * Assigned but ineligiblecomponents.
- * This makes it the primary tool for validating comp assignments against eligibility rules.

Why not the others?

- * A. Employee Compensation Details by Job Profile# Focuses on job profiles, not assignment eligibility.
- * C. Compensation Summary# Summary-level report, not eligibility vs. assignment detail.
- * D. Compensation Rule Assignment# Shows rules applied to plans, not worker assignment detail.

References:

Workday Pro Compensation - Employee Compensation Audit Guide.

NEW QUESTION # 29

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

Answer: B

Explanation:

- * When multiplecompensation basesapply to an employee, Workday selects theprimary basisbased onranking (lowest number = highest priority).
- * Rankings here:
- * Management = 1
- * International = 2
- * Sales = 3
- * Therefore,Management Compensationis 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 # 30

Refer to the following scenario to answer the question below.

An employee who works in Mexico City has a grade profile assigned to them with the following setup:

- * Grade: 7
- * Base Pay Elements: Base Pay, 13th Month
- * Eligibility Rules: Location - Mexico City
- * Currency: MXN
- * Frequency: Annual
- Total Base Pay
- * Minimum: 700,000 MXN (40,961 USD)
- * Maximum: 1,800,000 MXN (105,328 USD)
- * Midpoint: 1,250,000 MXN (73,145 USD)

You need to include a family allowance in Mexico employees' total base pay. How will you achieve this?

- A. Create a custom compensation basis for Mexico employees and include all salary plans, period salary plans, and the family allowance plan.
- B. Create a compensation element group with the family allowance. The compensation element group is not assigned to the grade, but is used for reporting purposes.
- C. Use the Put Eligible Earnings Override EIB to include the family allowance amount.
- **D. Update the Base Pay Elements field on the Mexico grade profiles to include the family allowance compensation element.**

Answer: D

Explanation:

- * Base Pay Elements on a grade profile determine which compensation plans/elements are included in Total Base Pay.
- * In this scenario, Mexico employees already have Base Pay + 13th Month included. To ensure Family Allowance is also counted as part of total base pay, you must add the family allowance element directly in the Base Pay Elements field of the Mexico grade profile.
- * This way, when Workday calculates total base pay, it aggregates all specified components.

Why not the others?

- * B. Create custom compensation basis# Useful for reporting/eligibility but not tied to grade profile definitions of total base pay.
- * C. Put Eligible Earnings Override EIB# This is a data load tool, not a configuration solution.
- * D. Compensation element group# Groups are for reporting or eligibility, but they don't define which plans contribute to total base pay.

References:

Workday Pro Compensation - Compensation Grades Guide: Base Pay Elements define what counts toward total base pay.

Workday Community - Grade Profile Configuration: Adding allowance elements ensures they roll into base pay calculations.

#Final Verified answer: A. Update the Base Pay Elements field on the Mexico grade profiles to include

NEW QUESTION # 31

A manager is proposing compensation for an employee and is only able to assign the car allowance. When the compensation partner approves the compensation change, they are able to assign any allowance plan configured in the tenant, even if the employee is not eligible for those plans.

What security domain allows the compensation partner to assign allowance plans that the employee is not eligible for?

- A. Worker Data: Compensation for Managers
- B. Worker Data: Compensation Plan Type
- **C. Add Compensation Plans: Add Allowance**
- D. Select Any Compensation Package

Answer: C

Explanation:

- * The scenario describes a compensation partner being able to assign any allowance plan, even when the employee is not eligible.
- * This is controlled by the security domain "Add Compensation Plans: Add Allowance", which allows users with access to bypass eligibility and directly assign allowance plans.

Why not the others?

- * A. Worker Data: Compensation Plan Type# Governs visibility to compensation data, not bypassing eligibility.
- * B. Select Any Compensation Package# Pertains to choosing packages, not adding allowance plans outside eligibility.
- * C. Worker Data: Compensation for Managers# Grants managers ability to propose comp, but does not override eligibility.

References:

Workday Pro Compensation - Security Domains for Compensation Plans: "Add Compensation Plans: Add Allowance" allows assignment of ineligible allowance plans.

NEW QUESTION # 32

What report lists all compensation components using any eligibility rule?

- A. Employee Compensation Audit
- **B. Compensation Rule Assignment**
- C. Compensation Spreadsheet
- D. Compensation Changes

Answer: B

Explanation:

* The Compensation Rule Assignment report lists all compensation components (plans, packages, elements, etc.) that are using eligibility rules.

* This helps administrators verify where and how eligibility rules are applied across the system.

Why not the others?

- * B. Employee Compensation Audit# Focuses on mismatches between eligibility and assignments, not all rules in use.
- * C. Compensation Spreadsheet# Shows comp details, not eligibility rules.
- * D. Compensation Changes# Tracks transaction history, not rule assignments.

References:





Workday Pro Compensation - Audit & Reporting Tools: Rule Assignment report = all components tied to rules.

NEW QUESTION # 33

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