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Workday Workday-Pro-Compensation Exam Syllabus Topics:

Topic	Details
Topic 1	• 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	• 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	• Compensation Management: Compensation management refers to the HR discipline focused on ensuring fair and balanced administration of employee rewards and recognition programs.
Topic 4	• Operational Reporting: In data systems, operational reporting provides insights into real-time operational activities and current performance details.
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 (Q18-Q23):

NEW QUESTION # 18

You need to identify employees assigned to bonus plans for which they are not eligible.
What report will you use?

- **A. Employee Compensation Audit**
- B. Employees Assigned Multiple Bonus Plans
- C. Compensation Spreadsheet
- D. View Rollout Compensation Plan Rollout Process

Answer: A

Explanation:

- * TheEmployee Compensation Audit reportidentifies mismatches, such as employees:
- * Assigned to comp plans for which they are not eligible.
- * Missing comp plans they should have.
- * It is the standard audit tool for verifying eligibility alignment with assigned compensation.

Why not the others?

- * B. Rollout Process report# Tracks rollout actions, not eligibility mismatches.
- * C. Employees Assigned Multiple Bonus Plans# Only checks duplicate plan assignments.
- * D. Compensation Spreadsheet# Used for review/updates, not eligibility audits.

References:

Workday Pro Compensation - Audit Reports:Employee Compensation Audit identifies eligibility issues.

#Final Verified answer: A. Employee Compensation Audit.

NEW QUESTION # 19

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

Answer: B

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 # 20

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

Answer: A

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 # 21

After creating a new allowance plan, how can you assign the plan to all eligible employees?

- A. Use the View Compensation Plan Rollout Process task to assign eligible employees to the plan.
- B. Use the Employee Compensation Plans - Allowance report to identify eligible employees and enter via Change Job events.
- C. Run the Compensation Plan Assignment Audit report to identify employees eligible for the plan and enter via Request Compensation Changes.
- **D. Use the Rollout Compensation Plans to Employees task and select the Eligibility Rule that identifies your eligible population.**

Answer: D

Explanation:

- * After creating a new allowance plan, you must assign it to all employees who qualify.
- * The Rollout Compensation Plans to Employees task is the standard Workday process that mass-assigns plans to all workers who meet the eligibility rules.
- * This ensures both current and future eligible employees receive the plan automatically.

Why not the others?

- * B. View Compensation Plan Rollout Process# Monitoring tool, not an assignment process.
- * C. Compensation Plan Assignment Audit# Audit/reporting only, does not assign.
- * D. Employee Compensation Plans - Allowance report# Reporting only; still requires manual actions.

References:

Workday Pro Compensation - Rollout Compensation Plans Process: Ensures eligible employees are assigned plans in bulk.

NEW QUESTION # 22

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

Answer: C

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

* **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.

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