Workday - High Pass-Rate Workday-Pro-Compensation Test Pdf

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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	• Operational Reporting: In data systems, operational reporting provides insights into real-time operational activities and current performance details.
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	• 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 5	• 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.

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WorkdayProCompensationExam Sample Questions (Q40-Q45):

NEW QUESTION # 40
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. Define a new compensation grade and assign the relevant compensation plans.
- 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. Create a configurable compensation basis, including salary, commission, and bonus plan.

Answer: D

Explanation:
* Aconfigurable compensation basisallows you to definewhat 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 # 41
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. Compensation Rule Assignment
- D. Employee Compensation Audit

Answer: D

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 # 42
What is the advantage of using default compensation for requisition compensation?

- A. You can view the eligible plans when proposing compensation using the By Compensation Package and Rule or By Compensation Rule options.
- B. Every employee who hires into that position receives the same compensation values.
- C. Default compensation enables the establishment of compensation guidelines, plans, and plan amounts on a position.
- D. Every applicant hired using the same job requisition receives consistent compensation values.

Answer: D

Explanation:
* Default compensation for requisition compensationensures thatall hires from a requisition default to the same plan amounts/rates, supporting consistency in offers.
* This prevents discrepancies between candidates applying for the same role and requisition.
Why not the others?
* A. Guidelines on a position# Position compensation is separate from requisition compensation.
* C. Every employee in position receives same compensation# Controlled by position defaults, not requisition.
* D. Eligible plans view# That's determined bycompensation package setup, not requisition defaults.
References:
Workday Pro Compensation - Requisition Compensation Defaults:Ensures consistency of compensation values for all hires through the requisition.
Workday Community - Recruiting Compensation Configuration.

NEW QUESTION # 43
An employee is transferring from one supervisory organization to another and they are subject to compensation change.
What compensation business process will the Change Job transaction trigger?

- A. Request Compensation Change
- B. Propose Compensation Change
- C. Propose Compensation Hire
- D. Propose Compensation Offer

Answer: B

Explanation:
* When an employee undergoes aChange Job(e.g., transferring between supervisory orgs), Workday triggers thePropose Compensation Changebusiness process if compensation is impacted.
* This allows HR/Comp to adjust salary, allowances, or other plans based on the new job/org details.
Why not the others?
* A. Propose Compensation Offer# Used duringhire/recruiting offers, not job changes.
* B. Request Compensation Change# Typically a standalone process, not triggered automatically by Change Job.
* C. Propose Compensation Hire# Used athire events, not transfers.
References:
Workday Pro Compensation - Business Process Integration:Change Job triggersPropose Compensation Changewhen comp changes are required.
Workday Community - Change Job & Compensation Flow.

NEW QUESTION # 44
Refer to the following scenario to answer the question below.
A company has several configurable compensation bases established in their system:
* Total Cost (India): Qualifies Indian employees and includes all salary plans, period salary plans, allowance plans, bonus plans, and retirement savings plans; only 50% of their total compensation can be used toward their salary plan.
* Total Compensation Non-Sales: Qualifies all full-time employees not in sales and includes all salary plans, allowance plans, bonus plans, and calculated plans.
* Total Compensation Sales: Qualifies all full-time sales employees and includes all salary plans, allowance plans, and commission plans.
* Total Pay (Mexico): Qualifies Mexican employees and includes all salary plans, period salary plans, and allowance plans.
* Salary and Seniority: Qualifies all employees and includes all salary plans and the specific seniority calculated plan.
The configurable compensation bases have the following ranking:
* 10 Total Cost (India)
* 20 Total Compensation Non Sales
* 30 Total Compensation Sales
* 40 Total Pay (Mexico)
* Salary and Seniority is unranked
You must ensure Indian employees keep their salary plans at 50% of their total amount. What should you configure on the Total Cost (India) Compensation Basis?

- A. Only include compensation plans. Remove retirement plans.
- B. Create and assign a fixed compensation basis.
- C. Select the Manage Basis Total checkbox and enter a salary plans maximum of 50.
- D. Move the compensation basis ranking to 50.

Answer: C

Explanation:
* ForTotal Cost (India), the requirement is that only50% of total compshould be allocated towardsalary plans.
* This is achieved by using theManage Basis Total option, where you can set maximum percentages for specific plan types (e.g., Salary = 50%).
* This ensures salary stays capped at half of total, regardless of other components.
Why not the others?
* A. Fixed compensation basis# Doesn't handle percentage capping.
* B. Remove retirement plans# Irrelevant; retirement can stay, the key is controlling salary %.
* D. Change ranking to 50# Ranking only determines basis priority, not limits.
References:
Workday Pro Compensation - Configurable Compensation Basis:Manage Basis Total allows control over contribution % for plan categories.
Workday Community - India Compensation Setup Example.
#Final Verified answer: C. Manage Basis Total with 50% salary maximum.

NEW QUESTION # 45
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