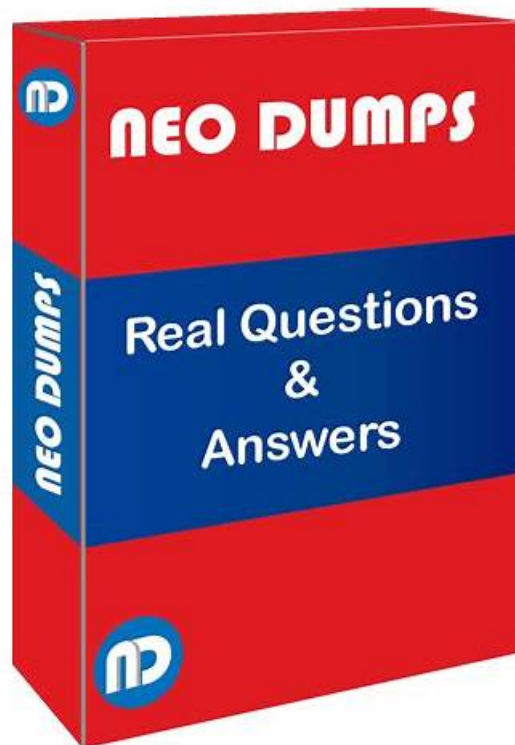


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Workday Workday-Pro-Compensation Exam Syllabus Topics:

Topic	Details
Topic 1	Operational Reporting: In data systems, operational reporting provides insights into real-time operational activities and current performance details.
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	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 (Q26-Q31):

NEW QUESTION # 26

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

Answer: A

Explanation:

* When an employee undergoes a Change Job (e.g., transferring between supervisory orgs), Workday triggers the Propose Compensation Change business 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 during hire/recruiting offers, not job changes.

* B. Request Compensation Change# Typically a standalone process, not triggered automatically by Change Job.

* C. Propose Compensation Hire# Used at hire events, not transfers.

References:

Workday Pro Compensation - Business Process Integration: Change Job triggers Propose Compensation Change when comp changes are required.

Workday Community - Change Job & Compensation Flow.

NEW QUESTION # 27

An employee is currently in the process of being transferred to a new location via the change job business process. Prior to this transfer they were intentionally assigned an allowance plan that has no eligibility criteria, and should continue to hold this plan assignment after the transfer is complete. The compensation partner is responsible for ensuring this plan assignment remains unchanged during this business process.

What should the compensation partner do?

- A. Set up a Plan Adjustment for the Employees using a default target.
- B. Assign the plan via the Roll Out Compensation Plan To Employees task.
- C. Add the removed plan using the Request Compensation Change task.
- **D. Restore the removed plan using the Propose Compensation Change task.**

Answer: D

Explanation:

- * During a Change Job, compensation may be recalculated, and plans with no eligibility criteria may inadvertently be dropped.
- * The compensation partner must restore the plan after the transfer using Propose Compensation Change.
- * This ensures the employee retains the allowance assignment without disrupting the change job process.

Why not the others?

- * A. Roll Out Compensation Plans# Mass rollout, not individual fix.
- * B. Plan Adjustment# Adjusts targets/amounts, not restores removed plans.
- * D. Request Compensation Change# Typically for ad hoc changes; restoration during job change is handled via Propose Compensation Change.

References:

Workday Pro Compensation - Change Job & Compensation Handling: Propose Compensation Change restores dropped plans.

NEW QUESTION # 28

You must make a change to an employee's salary without changing other worker details.

What task will you use to make the ad hoc change?

- A. Transfer, Promote or Change Job
- B. Request Grade Change
- **C. Request Compensation Change**
- D. Request One-Time Payment

Answer: C

Explanation:

* The task Request Compensation Change is specifically for updating salary or allowances without affecting other worker details (position, job, location).

* This allows an ad hoc adjustment to salary while leaving the rest of the worker's profile unchanged.

Why not the others?

- * A. Transfer/Promote/Change Job# Used when job details (title, location, org) change, not just pay.
- * C. Request Grade Change# Alters grade, not salary directly.
- * D. Request One-Time Payment# Temporary, ad hoc payments, not ongoing salary.

References:

Workday Pro Compensation - Compensation Changes Guide: Salary adjustments without job changes use Request Compensation Change.

NEW QUESTION # 29

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

Answer: B

Explanation:

* The Employee Compensation Audit report shows, for each worker:

* Assigned & eligible compensation components.

* Unassigned but eligible components.

* Assigned but ineligible components.

* 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 # 30

Refer to the following scenario to answer the question below.

An allowance plan has a default value of \$100 USD. The plan has three profiles:

* \$110 CAD - all Toronto employees are eligible

* €80 EUR - all Paris employees are eligible

* \$120 AUD - all Sydney employees are eligible

You want to give employees in Dublin, Ireland €90 EUR in the allowance. How can you ensure that employees in Ireland receive the correct localized amount during hire without affecting the rate for employees hired in the US?

- A. Use the Request Compensation Change business process and update the amount to €90 EUR.
- B. Use the Set Up Allowance Plan Adjustment task and update the plan default value to €90 EUR.
- C. Use the Set Up Allowance Plan Adjustment task and select the No Override checkbox.
- **D. Use the Edit Allowance Plan task and add a €90 EUR plan profile for Ireland.**

Answer: D

Explanation:

* The correct way to give Dublin employees €90 is to add a new plan profile specific to Ireland.

* Profiles localize allowance values by country/region, ensuring correct defaults without disrupting global defaults.

Why not the others?

* B. Request Compensation Change# Manual, per employee, not scalable.

* C. Set Up Allowance Plan Adjustment - No Override# Adjustment applies to default, not region- specific.

* D. Update plan default value# Would wrongly affect US and all other non-profile employees.

References:

Workday Pro Compensation - Allowance Plan Profiles: Profiles localize compensation by currency/location.

Workday Community - Setting Profiles in Allowance Plans.

NEW QUESTION # 31

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ITPassLeader WorkdayProCompensationExam (Workday-Pro-Compensation) practice test material covers all the key topics and areas of knowledge necessary to master the Workday Certification Exam. Experienced industry professionals design the Workday-Pro-Compensation exam questions and are regularly updated to reflect the latest changes in the WorkdayProCompensationExam (Workday-Pro-Compensation) exam. In addition, ITPassLeader offers three different formats of practice material which are discussed below.

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