

# Workday-Pro-Compensation Mock Exam - New Workday-Pro-Compensation Exam Pdf



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## Workday Workday-Pro-Compensation Exam Syllabus Topics:

| Topic   | Details                                                                                                                                                                                                                                                                                          |
|---------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Topic 1 | <ul style="list-style-type: none"> <li>• <b>Compensation Management:</b> Compensation management refers to the HR discipline focused on ensuring fair and balanced administration of employee rewards and recognition programs.</li> </ul>                                                       |
| Topic 2 | <ul style="list-style-type: none"> <li>• <b>Business Process Management (BPM):</b> Business process management (BPM) involves using different approaches to identify, design, analyze, evaluate, refine, and automate business processes for better efficiency.</li> </ul>                       |
| Topic 3 | <ul style="list-style-type: none"> <li>• <b>Operational Reporting:</b> In data systems, operational reporting provides insights into real-time operational activities and current performance details.</li> </ul>                                                                                |
| Topic 4 | <ul style="list-style-type: none"> <li>• <b>Workday Human Capital Management:</b> 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.</li> </ul> |

|         |                                                                                                                                                                                                                                                                                                    |
|---------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Topic 5 | <ul style="list-style-type: none"> <li>• 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.</li> </ul> |
|---------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|

## >> Workday-Pro-Compensation Mock Exam <<

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### WorkdayProCompensationExam Sample Questions (Q36-Q41):

#### NEW QUESTION # 36

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

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

**Answer: A**

Explanation:

\* Default compensation for requisition compensation ensures that all 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 by compensation 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 # 37

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

**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 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 # 38

Airplane pilots receive a base salary as compensation. They also receive compensation based on the number of kilometers flown. The more they fly, the more they get paid. You need to create a plan to show estimated wages based on kilometers flown to include in an offer letter. What type of plan should you create?

- A. One-time payment plan
- B. Unit-based allowance plan
- C. Period salary plan
- **D. Unit salary plan**

**Answer: D**

Explanation:

- \* A Unit Salary Plan pays based on units worked (e.g., miles, credits, or kilometers).
- \* In this case, pilots earn extra based on kilometers flown, making unit salary plan the correct choice.
- \* It also supports estimation of wages for offer letters since you can project based on expected units.

Why not the others?

- \* A. Unit-based allowance plan# Allowances are flat recurring payments, not tied to actual units worked.
- \* B. One-time payment# Used for bonuses or ad hoc payments, not recurring per-unit pay.
- \* D. Period salary plan# Handles additional pay periods, not per-unit payments.

References:

Workday Compensation Plans Training: Unit salary plans are designed for recurring, unit-driven pay like teaching credits or mileage.

Workday Community - Unit Salary Plans.

### NEW QUESTION # 39

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 Rule Assignment
- D. Compensation Summary

**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 # 40

When using the Set Up Allowance Plan Adjustment task to update an allowance plan amount, you must ensure employees Managed by Basis Total (MBT) will have no change to their primary compensation basis after their allowance plan amount is updated and instead will reallocate all other compensation in the MBT calculation.

How can you ensure this happens?

- **A. Select Retain Basis Total for MBT Employees on the Set Up Allowance Plan Adjustment task.**
- B. Clear the Retain Basis Total checkbox on the employee's primary compensation basis.
- C. Clear the Manage Basis Total checkbox on the employee's primary compensation basis.
- D. Select Adjust to New Defaults on the Set Up Allowance Plan Adjustment task.

**Answer: A**

Explanation:

- \* Employees managed by Manage Basis Total (MBT) require their primary compensation basis total to remain unchanged when allowance plan adjustments are made.
- \* By selecting Retain Basis Total for MBT Employees, Workday keeps the overall basis constant and reallocates other plans in the MBT calculation instead of increasing the total.

Why not the others?

- \* A. Clear MBT checkbox# Would remove MBT management completely.
- \* C. Clear Retain Basis Total# Opposite of required behavior.
- \* D. Adjust to New Defaults# Updates values, but doesn't enforce retention of MBT total.

References:

Workday Pro Compensation - MBT Handling in Allowance Adjustments.

Workday Community - Retain Basis Total Option.

#### NEW QUESTION # 41

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