

Workday-Pro-Compensation Related Certifications & Reliable Workday-Pro-Compensation Exam Simulations



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Workday Workday-Pro-Compensation Exam Syllabus Topics:

Topic	Details
Topic 1	<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 2	<ul style="list-style-type: none">Operational Reporting: In data systems, operational reporting provides insights into real-time operational activities and current performance details.
Topic 3	<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 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">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.

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Workday Pro Compensation Exam Sample Questions (Q38-Q43):

NEW QUESTION # 38

What does the Gross Up checkbox on the one-time payment plan indicate?

- A. You want Workday to show the taxes to the user when requesting a one-time payment.
- B. You want Workday to require a compensation partner to manually update the gross up amount when requesting a one-time payment.
- **C. You want Workday to automatically adjust the one-time payment so the employee receives the full amount after taxes.**
- D. You want Workday to apply taxes on the one-time payment.

Answer: C

Explanation:

* Gross Up= Adjusting a payment so that after tax deductions, the employee takes home the intended net amount.

* Example: If you want an employee to net \$1,000, and taxes are 20%, Workday will calculate and issue

~\$1,250 gross so the employee keeps \$1,000 after taxes.

Why not the others?

- * A. Show taxes to user# Not what Gross Up does.
- * B. Manual update required# Gross up is automated, not manual.
- * C. Apply taxes normally# Workday already applies taxes; gross up goes further by adjusting amounts.

References:

Workday Pro Compensation - One-Time Payment Plan Setup: Gross Up ensures net payment equals requested amount.

Workday Community - Gross Up Functionality.

NEW QUESTION # 39

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 One-Time Payment
- C. Request Grade Change
- **D. Request Compensation Change**

Answer: D

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 # 40

You added a signing bonus during the Offer event, but the signing bonus did not carry forward into the Hire event.

What is missing from your configuration?

- **A. You must add Request One-Time Payment as a subprocess of the Hire business process.**
- B. The Request One-Time business process security policy must include the Initiator for the Review action.
- C. You must include the Signing Bonus one-time payment in the Compensation Package.
- D. The Request One-Time Payment business process needs to include an approval step.

Answer: A

Explanation:

- * In Workday, one-time payments (like signing bonuses) must flow from Offer # Hire to remain consistent.
- * If the signing bonus added during Offer doesn't carry into Hire, it means the Hire business process is missing the Request One-Time Payment subprocess.
- * Adding it ensures that any one-time payments from the offer are automatically included in the hire event.

Why not the others?

- * A. Include in package# Package inclusion allows proposal but doesn't ensure carry-forward into Hire.
- * B. Add approval step# Workflow step won't fix missing subprocess link.
- * D. Update security policy# Security won't solve missing subprocess configuration.

References:

Workday Pro Compensation - Offer & Hire Integration: One-time payments carry into hire only if Request One-Time Payment is a subprocess.

NEW QUESTION # 41

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

Answer: B

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 # 42

A company is in the process of introducing pay ranges for specific job profiles to ensure fair and competitive compensation, which are implemented as compensation grades in Workday. What role do compensation grades fulfill within the Workday compensation framework?

- A. To determine the employee's eligibility for overtime pay.
- B. To calculate which compensation basis is used for reporting.
- **C. To provide guidance when entering pay rates during a transaction.**
- D. To connect the salary amount to payroll earnings.

Answer: C

Explanation:

- * Compensation grades in Workday define pay ranges (minimum, midpoint, maximum) for job profiles.
- * Their purpose is guidance during compensation transactions (hire, promotion, merit increase, etc.), ensuring pay is competitive and consistent.
- * They do not enforce payroll mapping or overtime eligibility directly but help managers and HR align salary offers to market ranges.
- Why not the others?
- * B. Connect salary to payroll# That is done by compensation elements, not grades.

* C. Overtime eligibility# Determined by work hours & worker type, not grades.

* D. Compensation basis for reporting# Controlled by comp basis setup, not grades.

References:

Workday Pro Compensation Training - Compensation Grades: Defines grades as "guidelines for pay ranges used during compensation transactions." Workday Community - Compensation Grades Overview.

NEW QUESTION # 43

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