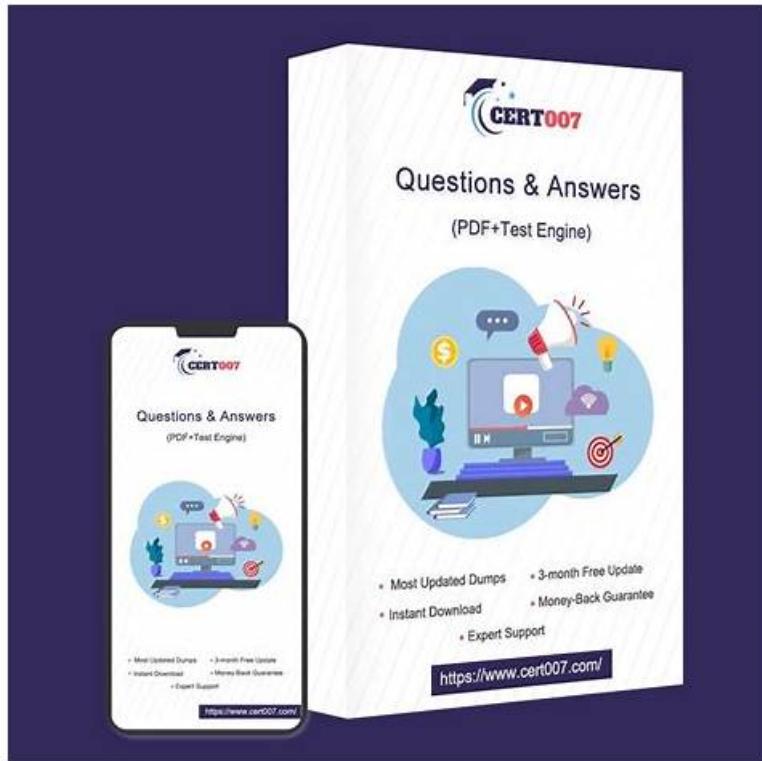# Workday-Pro-Compensation Valid Exam Camp Pdf, Workday-Pro-Compensation Pass Rate

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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	• Compensation Management: Compensation management refers to the HR discipline focused on ensuring fair and balanced administration of employee rewards and recognition programs.
Topic 3	• 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 4	• 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 5	• 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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WorkdayProCompensationExam Sample Questions (Q49-Q54):

NEW QUESTION # 49
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. Unassigned Eligible Compensation Components
- B. Assigned Ineligible Compensation Components
- C. This plan won't appear on the report
- D. Assigned Eligible Compensation Components

Answer: A

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, andAssigned Ineligible.
Workday Community - Compensation Audit Report Usage.

NEW QUESTION # 50
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
When you hire an employee in Dublin, Ireland, what amount does Workday default?

- A. $100 USD
- B. €0 EUR
- C. €80 EUR
- D. $0 USD

Answer: A

Explanation:
* The allowance plan has adefault = $100 USD, plusprofiles for Toronto, Paris, Sydney.
* Dublin (Ireland) does not have a profile yet, so Workday defaults to theplan default value.
* Since the default is$100 USD, that is the value assigned at hire.
Why not the others?
* A. €0 EUR# No such rule; Workday always uses defaults when profiles are missing.
* C. €80 EUR# That's Paris profile, not Dublin.
* D. $0 USD# Incorrect because the plan default is not zero but $100.
References:
Workday Pro Compensation - Allowance Plan Defaults vs Profiles:If no profile exists for location, the default value applies.
Workday Community - Compensation Plan Defaulting Rules.

NEW QUESTION # 51
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 Hire
- B. Propose Compensation Change
- C. Request Compensation Change
- 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 # 52
You are creating a compensation eligibility rule. The entry you are making in the Source External Field or Condition Rule column is
displaying all valid fields and eligibility rules.
How can you exclude other condition rules?

- A. Place an asterisk before your entry.
- B. Enter your search in all capital letters.
- C. Enter the prefix "field:" first before your entry.
- D. Enclose your entry in brackets.

Answer: C

Explanation:
* In eligibility rule setup, theSource External Field or Condition Rulecolumn shows both fields and condition rules.
* To restrict your entry tofields only, Workday requires theprefixfield:.
* Example: enteringfield:Worker Typeensures only fields appear, excluding other condition rules.
Why not the others?
* B. Brackets# Not a recognized syntax.
* C. All caps# Doesn't change filtering behavior.
* D. Asterisk# Used for wildcard searches, not filtering.
References:

Workday Pro Compensation - Eligibility Rule Building Guide:Syntax uses prefixes such asfield:to filter available options.
Workday Community - Condition Rule Entry Best Practices.

NEW QUESTION # 53

How do you configure a salary plan to prorate an employee's scheduled hours?

- A. Eligibility Rules
- B. Exclude from Merit
- C. Compensation Element
- D. Apply FTE%

Answer: D

Explanation:
When configuring asalary plan, you can choose whether the plan amount should automatically adjust for part- time employees based onFTE% (Full-Time Equivalent percentage).
* Apply FTE%ensures that the salary plan prorates according to scheduled hours vs. full-time hours.
* Example: If an employee works 50% FTE, a $60,000 annual salary plan will automatically adjust to
$30,000.
Why not the others?
* B. Compensation Element- Elements link plans to payroll but do not control proration.
* C. Eligibility Rules- Define who is eligible, not how amounts are prorated.
* D. Exclude from Merit- Used in merit review processes, unrelated to proration.
References:
Workday Pro Compensation Training:Salary plans have a checkbox "Apply FTE%" to prorate salaries based on work schedule.
Workday Community - Salary Plan Configuration:Confirms FTE% is the method for automatic proration.

NEW QUESTION # 54

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