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Workday Pro Exam - HCM (HCM Questions) Questions with Complete Solutions (Latest 2025)

Can you reactivate a business process definition after it has been inactivated?

- A. Yes
- B. No - **Correct Answers** B. No

You have a sup org that is using the position management staffing model, what are you setting hiring restrictions for in this scenario?

- A. The individual position
- B. The entire sup organization
- C. The entire company
- D. The sup org and its subordinates - **Correct Answers** The individual position

An employee is eligible for a comp package and eligible for two allowance plans. What happens to the allowance plans if both allowance plans are included in the comp package at hire?

- A. The allowance plan created first will default
- B. The allowance plan will not default, but can be selected
- C. The allowance plans will not default
- D. Both allowance plans will default - **Correct Answers** D. Both allowance plans will default

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WorkdayProCompensationExam Sample Questions (Q39-Q44):

NEW QUESTION # 39

A company needs a \$500 monthly car allowance for its sales team, paid as a flat amount. The allowance should only be for employees in the Sales job family.

How should you configure this allowance plan?

- A. Create a percent-based allowance plan, specifying the percentage of base pay to equal \$500 monthly. Create an eligibility rule for the Sales job family and assign it to the plan.
- B. Create a reimbursable allowance plan, specifying \$500 as the reimbursement amount. Create an eligibility rule for the Sales job family and assign it to the plan.
- **C. Create an amount-based allowance plan, specifying \$500 as the amount, monthly frequency. Create an eligibility rule for the Sales job family and assign it to the plan.**
- D. Create a unit-based allowance plan, specifying the number of units and per-unit amount to total \$500 monthly. Create an eligibility rule for the Sales job family and assign it to the plan.

Answer: C

Explanation:

* The requirement is a flat \$500 monthly allowance for Sales employees.

* Amount-based allowance plan is the correct choice since it supports fixed, recurring payments in a defined currency and frequency.

* Adding an eligibility rule ensures only employees in the Sales job family are assigned this allowance.

Why not the others?

* A. Unit-based allowance plan# Used when pay is based on number of units (e.g., kilometers, credits), not flat amounts.

* B. Percent-based allowance plan# Tied to % of base pay, not a fixed dollar figure.

* D. Reimbursable allowance plan# Used for expense reimbursements, not recurring flat compensation.

References:

Workday Pro Compensation Training - Allowance Plan Types: Amount-based plans = recurring fixed amounts.

Workday Community - Allowance Plan Configurations.

NEW QUESTION # 40

When employees request a one-time payment for themselves, they have access to view and update the Gross Up and Send to Payroll checkboxes. Selecting these options could impact their payment.

How can you prevent employees from updating these options?

- **A. Configure Optional Fields for Request One-Time Payment for Self to hide the fields.**
- B. Remove Employee as Self from the Self-Service: Payroll security domain.
- C. Configure Optional Fields for Request One-Time Payment to hide the fields.
- D. Remove Employee as Self from the Self-Service: Request One-Time Payment security domain.

Answer: A

Explanation:

* Employees requesting one-time payments for self may see sensitive options like Gross Up or Send to Payroll.

* To prevent them from updating these fields, configure Optional Fields for Request One-Time Payment for Self and hide the checkboxes.

* This limits their visibility and update access without affecting manager/HR workflows.

Why not the others?

* A. Optional Fields for Request One-Time Payment# Applies to manager/HR use, not self-service.

* C. Remove Employee as Self from self-service comp domain# Would block employees from initiating requests entirely.

* D. Payroll security domain# Payroll security doesn't control compensation request UI fields.

References:

Workday Pro Compensation - Configuring Optional Fields for Self-Service One-Time Payments.

NEW QUESTION # 41

A company's employees based in Italy get paid 13 times in the year compared to the rest of the employees. What base pay plan supports additional months, weeks, or days of pay?

- **A. Period salary plan**
- B. Unit salary plan
- C. Hourly plan
- D. Salary plan

Answer: A

Explanation:

* A Period Salary Plan in Workday supports paying employees more than 12 times per year (e.g., 13 or 14 payments for regions like Italy or Spain).

* This allows payroll to spread annual salary across the correct number of pay periods.

Why not the others?

* A. Unit salary plan- Pays based on units (like per credit hour for faculty), not extra months.

* B. Hourly plan- Pays by worked hours, not relevant to salaried employees.

* D. Salary plan- Standard salary plan assumes 12 months and does not support extra pay periods.

References:

Workday Pro Compensation - Salary Plans Overview: Period salary plans are designed for geographies with >12 pay cycles per year.

Workday Community - Global Compensation Setup: Confirms Italy's 13-month pay is supported via Period Salary Plan.

NEW QUESTION # 42

On March 5, you need to award a group of employees an equity adjustment base pay increase effective March

1. It will be processed when payroll runs on March 31. You asked managers to communicate the change by March 20.

How can you ensure this increase will not be available to employees in Workday until March 21?

- **A. Enter an Employee Visibility Date of March 21.**
- B. Enter an Expected End Date of March 31.
- C. Enter an Actual End Date of March 1.
- D. Change the Effective Date of the base pay changes to March 5.

Answer: A

Explanation:

* Effective Date (March 1)= When the pay increase is valid for payroll.

* Employee Visibility Date (March 21)= When employees can actually see the change in Workday.

* This allows managers to communicate the increase by March 20, and employees only see it from March 21 onward, while payroll processes it correctly on March 31.

Why not the others?

* A. Expected End Date March 31# Used to close plans, not to control visibility.

* B. Actual End Date March 1# Would end the plan immediately.

* D. Effective Date March 5# Wrong; payroll needs it effective March 1.

References:

Workday Pro Compensation - Effective Dating & Visibility Dates: Visibility date allows decoupling of when changes are effective vs. when employees see them.

NEW QUESTION # 43

A recruiter is proposing compensation for a candidate during the offer stage. The recruiter would like to change the value of the home internet allowance from \$50 AUD to \$100 AUD, but they are unable to.

Why is the recruiter unable to change the amount?

- A. The allowance plan is not included in the compensation package.
- **B. The allowance plan has the No Override checkbox selected.**
- C. The candidate is not eligible for a plan profile.
- D. The candidate is eligible for more than one compensation package.

Answer: B

Explanation:

* If the recruiter cannot change the allowance amount (e.g., from \$50 AUD to \$100 AUD), the most likely reason is that the allowance plan is configured with No Override selected.

* No Override prevents users from modifying the default plan amounts during transactions.

Why not the others?

* A. Plan not in package# If missing, it wouldn't appear at all, not appear but be locked.

* B. Eligible for more than one package# Doesn't prevent changing amounts.

* C. Not eligible for profile# Would prevent plan assignment, not lock override fields.

References:

Workday Pro Compensation - Allowance Plan Configuration: No Override restricts modifications to plan amounts.

NEW QUESTION # 44

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