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## Workday

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Workday Pro Compensation Exam

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## WorkdayProCompensationExam Sample Questions (Q42-Q47):

### NEW QUESTION # 42

You have a seniority dynamic calculated plan to increase the amount of the plan every three years of an employee's employment. An employee reaches their sixth anniversary. What do you need to do to make sure this employee's plan updates with the new amount?

- A. You need to create a custom audit report to identify employees who reach their anniversary, and then submit a Request Compensation Change to run the calculation and update the amount for the employee.
- **B. You do not need to do anything. Workday will check daily and automatically change the amount for the employee.**
- C. You need to schedule a Mass Operation Management task to evaluate and update anyone assigned to the dynamic plan.
- D. You need to set up the Schedule Automatic Step Progression task so Workday is on schedule to process the calculation on the anniversary and change the amount for the employee.

**Answer: B**

Explanation:

- \* A seniority dynamic calculated plan automatically adjusts based on worker attributes such as length of service.
- \* Workday evaluates dynamic calculations daily, ensuring that once an employee reaches their 3-year, 6-year, or other milestone, the plan amount updates automatically without manual intervention.

Why not the others?

- \* A. Audit report + Request Compensation Change- Unnecessary; dynamic plans do not require manual updates.
- \* B. Schedule Automatic Step Progression- That applies to step progression plans, not dynamic calculated plans.
- \* C. Mass Operation Management- Used for bulk updates, but not required here because Workday auto-updates dynamic plans.

References:

Workday Pro Compensation - Dynamic Calculated Plans Guide: Dynamic plans are self-updating based on employee data, recalculated daily.

Workday Community - Dynamic Plan Functionality: Confirms no manual action is needed for anniversary-based increases.

### NEW QUESTION # 43

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

**Answer: C**

Explanation:

- \* The allowance plan has a default = \$100 USD, plus profiles for Toronto, Paris, Sydney.
- \* Dublin (Ireland) does not have a profile yet, so Workday defaults to the plan 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.

#### NEW QUESTION # 44

You create a new bonus plan to replace an existing bonus plan.  
How can you easily remove the existing bonus plan from all employees?

- A. Edit the bonus plan with an appropriate effective date and mark the plan as Inactive.
- **B. Use the Remove Compensation Plans from Employees task and select a compensation eligibility rule that identifies employees assigned to the plan.**
- C. Use the Request Bonus Payment web service to remove employees from the existing plan.
- D. Use the Change Job task to remove employees from the existing plan.

**Answer: B**

Explanation:

- \* To retire or replace an existing bonus plan, you need to mass-remove it from all employees currently assigned.
- \* The standard Workday task for this is Remove Compensation Plans from Employees, which allows you to:
- \* Select the compensation plan to remove.
- \* Apply an eligibility rule to identify affected employees.
- \* This is efficient and ensures employees no longer carry the outdated plan.

Why not the others?

- \* A. Mark plan inactive# Prevents new assignments but doesn't remove existing employee assignments.
- \* C. Request Bonus Payment web service# Used for issuing payments, not removing plans.
- \* D. Change Job# Not appropriate for mass plan removal.

References:

Workday Pro Compensation - Compensation Plan Lifecycle Management: Removing old plans requires the Remove Compensation Plans from Employees task.

#### NEW QUESTION # 45

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

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

**Answer: D**

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 # 46

You need to identify employees assigned to bonus plans for which they are not eligible.  
What report will you use?

- A. View Rollout Compensation Plan Rollout Process

- **B. Employee Compensation Audit**
- C. Compensation Spreadsheet
- D. Employees Assigned Multiple Bonus Plans

**Answer: B**

Explanation:

- \* The Employee Compensation Audit report identifies mismatches, such as employees:
- \* Assigned to comp plans for which they are not eligible.
- \* Missing comp plans they should have.
- \* It is the standard audit tool for verifying eligibility alignment with assigned compensation.

Why not the others?

- \* B. Rollout Process report# Tracks rollout actions, not eligibility mismatches.
- \* C. Employees Assigned Multiple Bonus Plans# Only checks duplicate plan assignments.
- \* D. Compensation Spreadsheet# Used for review/updates, not eligibility audits.

References:

Workday Pro Compensation - Audit Reports: Employee Compensation Audit identifies eligibility issues.

#Final Verified answer: A. Employee Compensation Audit.

## NEW QUESTION # 47

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