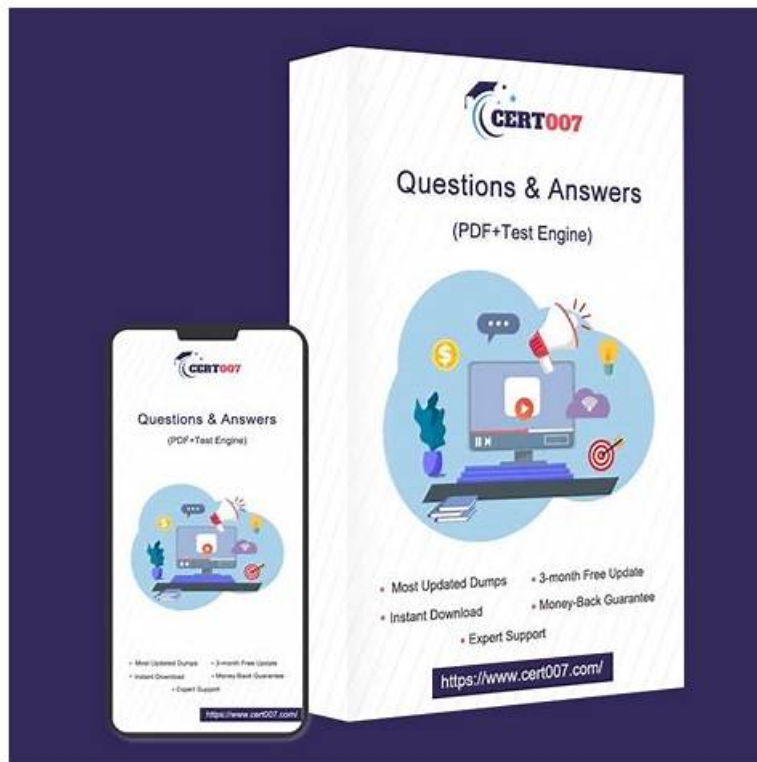# Latest Workday-Pro-Compensation Test Dumps & Reliable Workday-Pro-Compensation Study Guide

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WorkdayProCompensationExam Sample Questions (Q30-Q35):

NEW QUESTION # 30

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

Answer: D

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, and Assigned Ineligible.
Workday Community - Compensation Audit Report Usage.

NEW QUESTION # 31
Refer to the following scenario to answer the question below.

A company with salaried and hourly employees has headquarters in London with additional offices in New York and Milan. What configuration allows the company to enter one total compensation amount for employees based in Milan?

- A. Total Salary & Allowances
- B. Manage Basis Total
- C. Eligible Earnings Override
- D. Total Base Pay

Answer: B

Explanation:
* The company wants to enter one total compensation amount for Milan employees instead of entering salary, allowance, and bonus separately.
* This is achieved by Manage Basis Total, which allows admins to configure total comp entry at the worker level while Workday allocates automatically across plans.
* This simplifies data entry for regions where comp is communicated as a total package.
Why not the others?
* A. Eligible Earnings Override# Used for payroll overrides, not comp plan entry.
* C. Total Base Pay# Only includes salary + base pay elements, not full compensation package.
* D. Total Salary & Allowances# Not a standard Workday configuration option; the correct feature is Manage Basis Total.
References:
Workday Pro Compensation - Manage Basis Total Functionality:Used when companies pay/track one total amount for comp.
Workday Community - European Compensation Configurations (Italy, Milan case).
#Final Verified answer: B. Manage Basis Total

NEW QUESTION # 32

A manager is proposing compensation for an employee and is only able to assign the car allowance. When the compensation partner approves the compensation change, they are able to assign any allowance plan configured in the tenant, even if the employee is not eligible for those plans.

What security domain allows the compensation partner to assign allowance plans that the employee is not eligible for?

- A. Add Compensation Plans: Add Allowance
- B. Select Any Compensation Package
- C. Worker Data: Compensation Plan Type
- D. Worker Data: Compensation for Managers

Answer: A

Explanation:
* The scenario describes a compensation partner being able to assign any allowance plan, even when the employee is not eligible.
* This is controlled by the security domain "Add Compensation Plans: Add Allowance", which allows users with access to bypass eligibility and directly assign allowance plans.
Why not the others?
* A. Worker Data: Compensation Plan Type# Governs visibility to compensation data, not bypassing eligibility.
* B. Select Any Compensation Package# Pertains to choosing packages, not adding allowance plans outside eligibility.
* C. Worker Data: Compensation for Managers# Grants managers ability to propose comp, but does not override eligibility.
References:
Workday Pro Compensation - Security Domains for Compensation Plans:"Add Compensation Plans: Add Allowance" allows assignment of ineligible allowance plans.

NEW QUESTION # 33

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
One of the compensation administrators has made changes to the eligibility rule for the Sales and Australian plan profile, removing Sales employees. What impact will changing this eligibility rule have?

- A. Any Australian employee will have an allowance automatically added during a job change and Sales employees will have their allowance automatically removed during a job change.
- B. Sales employees will automatically be removed from the plan.
- C. A system error will persist.
- D. All Australian employees will automatically be enrolled in the plan.

Answer: A

Explanation:
* If the eligibility rule for Sales / Australia profile is changed to remove "Sales," then all Australian employees (regardless of job family) become eligible.
* As a result:
* Any Australian employee moving roles will be assigned the allowance.
* Sales employees will no longer qualify, so their allowances are automatically removed during compensation/job changes.
Why not the others?
* A. Sales removed immediately# Removal only happens at a transaction/job change evaluation.
* C. All Australians automatically enrolled# Not automatic, triggered during job/comp events.
* D. System error# Not how Workday handles eligibility changes.
References:
Workday Pro Compensation - Allowance Plan Eligibility Rules:Eligibility changes are enforced during transactions (hire, job change, comp change).
Workday Community - Compensation Profiles and Eligibility Handling.

NEW QUESTION # 34

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. Compensation Rule Assignment
- C. Employee Compensation Audit
- D. Compensation Summary

Answer: C

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 # 35

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