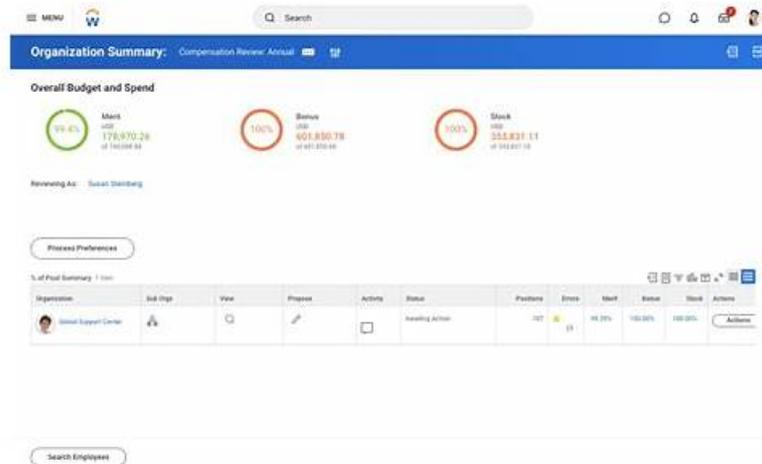# Workday-Pro-Compensation Test Review & Online Workday-Pro-Compensation Lab Simulation

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WorkdayProCompensationExam Sample Questions (Q26-Q31):

NEW QUESTION # 26
Your company would like to automatically increase pay after 12 months of employment, but only after 400 hours worked. What configuration will achieve this on compensation steps?

- A. Select the "Assign first step during compensation proposal" checkbox and set a progression rule that counts 12 months.
- B. Set a progression rule that counts the number of hours worked.
- C. Set a duration of 12 months and a step progression rule that counts the number of hours worked.
- D. Set a duration of 12 months.

Answer: C

Explanation:
InWorkday Compensation, step progression is controlled through a combination ofduration(time-based eligibility) andprogression rules(additional conditions, like hours worked or performance).

Here's how the scenario breaks down:

* Requirement 1 - 12 months of employment
* Workday supports step duration, where you can specify that an employee must remain at a step for a defined period before being eligible for the next step.
* Setting a duration of12 monthsensures that the employee only becomes eligible for a step increase after completing a year in the role.
* Requirement 2 - 400 hours worked
* Workday allows you to configurestep progression rulesthat evaluate conditions beyond time, such ashours worked, performance ratings, or other calculated fields tied to the worker.
* Aprogression rule counting the number of hours workedensures that the pay increase is not triggered until the employee meets the required 400 hours.
* Why not the other options?
* A. Assign first step during compensation proposal + 12 months rule- This would only apply the first step, but it doesn't enforce the "400 hours worked" requirement.
* B. Hours worked only- This ignores the requirement of12 months of employment.
* C. Duration of 12 months only- This ignores the requirement of400 hours worked.

Thus, onlyD(duration + step progression rule) satisfiesboth conditions simultaneously.

References (from Workday Pro Compensation knowledge & learning resources):

* Workday Compensation - Step Progression Configuration:Duration enforces time-in-step, while progression rules allow conditions such as hours worked or performance-based eligibility.
* Workday Pro Training Materials (Compensation module):Step increase rules require combining durationwitheligibility/progression conditionsfor multi-criteria automation.
* Workday Community - Compensation Step Progression Guide:Confirms that when multiple criteria must be met (e.g., tenure and hours worked), they must be configured inboth the duration setting and the progression rule logic.

NEW QUESTION # 27

A salary plan uses an eligibility rule that evaluates if pay rate type is salaried.
To minimize data discrepancies, what configuration do you complete next?

* A. Assign pay rate types to job profiles.
* B. Assign a pay rate type to job requisitions.
* C. Modify the eligibility rule to evaluate all job profiles.
* D. Assign the salary plan to job profiles.

Answer: A

Explanation:
* Since the eligibility rule evaluatespay rate type = salaried, you need to ensure every job profile has thecorrect pay rate type assigned.
* This prevents mismatches where employees may not qualify for the salary plan due to missing or inconsistent data.
Why not the others?
* A. Modify rule to evaluate all job profiles# Broadens scope incorrectly; doesn't ensure data integrity.
* C. Pay rate type on job requisitions# Impacts recruiting, not existing employee eligibility.
* D. Assign salary plan to job profiles# Comes after ensuring the pay rate type is consistently set.
References:
Workday Pro Compensation - Eligibility Rules & Job Profiles:Pay rate type must be assigned consistently at the job profile level.
Workday Community - Preventing Data Discrepancies in Eligibility.

NEW QUESTION # 28

Where can you configure a guideline warning for a Compensation Package?

* A. On the compa-ratio
* B. On the segment range
* C. On the primary compensation basis pay range
* D. On the position in range

Answer: C

Explanation:
* Guideline warningsin Workday Compensation are configured at theprimary compensation basis pay rangelevel.
* These warnings alert HR/Managers if an entered amount isoutside the allowed range or guideline thresholds(e.g., 90%-110% of midpoint).
* They act as soft controls for ensuring compliance with comp policy.
Why not the others?
* A. Position in range# This is a calculation, not a configuration point.
* B. Compa-ratio# A metric comparing pay to midpoint; doesn't hold guideline warnings.
* D. Segment range# Related to segment-based ranges in variable comp, not base pay packages.
References:
Workday Pro Compensation - Compensation Basis & Pay Range Setup:Guideline warnings configured at compensation basis.
Workday Community - Pay Range Guidelines Configuration.

NEW QUESTION # 29
How do you configure a salary plan to prorate an employee's scheduled hours?

- A. Exclude from Merit
- B. Eligibility Rules
- 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 # 30
You want to display only relevant compensation plan sections during the Propose Compensation Change step of the Change Job business process, either for an internal job change or an internal hire.
What setting will enable Workday to determine the relevant plan sections to display based on worker eligibility and the security permissions for the user performing the compensation change?

- A. Enable Eligibility Rule Performance Enhancement for Compensation Plan Profiles
- B. Hide Total Salary & Allowances
- C. Enable Compensation Setup Segment Security
- D. Enable Dynamic Display for Compensation Plan Sections

Answer: D

Explanation:
* TheDynamic Displayoption controls whether Workday shows onlyrelevant compensation plan sectionsduring transactions likePropose Compensation Change.
* It evaluates:
* Worker eligibility rules(which plans apply).
* User security permissions(what the initiator can see).
* This ensures users only see compensation sections relevant to their context, reducing clutter and errors.

Why not the others?

* A. Segment security# Controls data security, not dynamic display.
* C. Hide Total Salary & Allowances# Hides totals, doesn't manage section visibility.
* D. Eligibility Rule Performance Enhancement# Improves performance, not visibility.

References:

Workday Pro Compensation - Dynamic Display Settings:Ensures streamlined Propose Compensation Change process.

NEW QUESTION # 31

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