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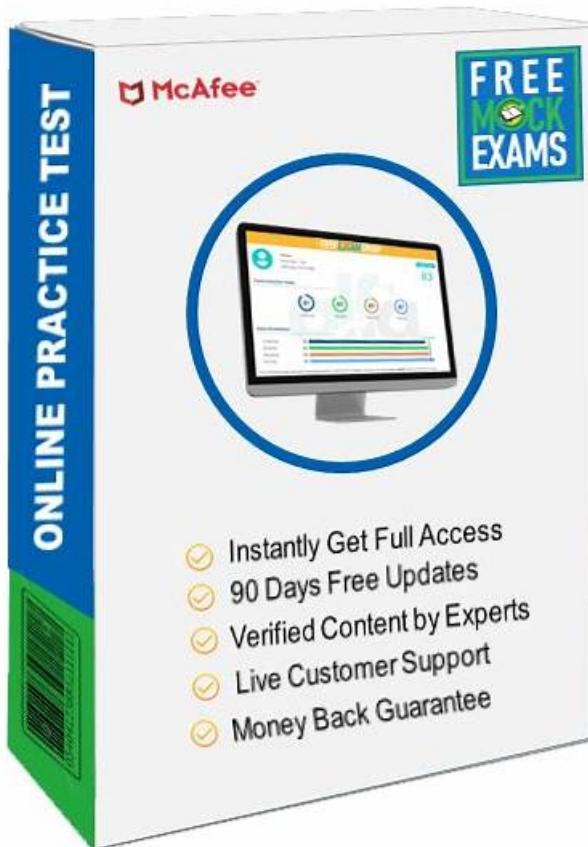
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WorkdayProCompensationExam Sample Questions (Q10-Q15):

NEW QUESTION # 10
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 schedule a Mass Operation Management task to evaluate and update anyone assigned to the dynamic plan.
- B. 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.
- C. 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.
- D. You do not need to do anything. Workday will check daily and automatically change the amount for the employee.

Answer: D

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 # 11
A customer configured a step-based grade with a progression sequence that uses eligibility rules. The design will progress an employee if the employee does not have a poor performance rating.
Performance is measured from 1 - 5, with selection list 1 being poor performance, and selection list 5 being outstanding performance.
The progression sequence is as follows:
* Step 1 is $25 Hourly
* Step 2 is $30 Hourly
* Step 3 is $35 Hourly
What should the conditional logic be?

- A. Step 2 and Step 3 require condition logic that evaluates if performance review rating is not in the selection list 1.
- B. Step 1 and Step 2 require condition logic that evaluates if performance review rating is not in the selection list 1.
- C. Step 1, Step 2, and Step 3 require condition logic that evaluates if performance review rating is in the selection list 1.
- D. Step 1 and Step 2 require condition logic that evaluates if performance review rating is in the selection list 1.

Answer: A

Explanation:
* The design requires that employees only progress if they do NOT have poor performance (rating = 1).
* Thus:
* Step 1= entry, no condition needed.

* Step 2 and Step 3require conditional logic:Performance rating # 1.
* This ensures employees can only progress beyond Step 1 if their performance is above "poor." Why not the others?
* A. All steps require condition logic rating = 1# Would block all progress (wrong condition).
* C. Step 1 and 2 require # 1# Step 1 is the baseline, no condition required.
* D. Step 1 and 2 require rating = 1# Opposite of requirement, would keep poor performers eligible.
References:
Workday Pro Compensation - Step Progression with Conditional Logic:Conditional rules can block progression based on performance criteria.
Workday Community - Step-based Progression Setup.

NEW QUESTION # 12

An employee is eligible for these compensation bases:
* International Compensation (ranking 2)
* Management Compensation (ranking 1)
* Sales Compensation (ranking 3)
What compensation basis will display as the employee's primary compensation basis?

- A. Total Base Pay
- B. Management Compensation
- C. International Compensation
- D. Sales Compensation

Answer: B

Explanation:
* When multiplecompensation basesapply to an employee, Workday selects theprimary basisbased onranking (lowest number = highest priority).
* Rankings here:
* Management = 1
* International = 2
* Sales = 3
* Therefore,Management Compensationis the primary basis.
Why not the others?
* B. Sales Compensation# Ranked lowest (3).
* C. International Compensation# Ranked 2, lower than Management.
* D. Total Base Pay# Not listed among eligible ranked bases here.
References:
Workday Pro Compensation - Configurable Compensation Bases:Ranking determines primary basis (lowest rank wins).

NEW QUESTION # 13

Refer to the following scenario to answer the question below.
An employee who works in Mexico City has a grade profile assigned to them with the following setup:
* Grade: 7
* Base Pay Elements: Base Pay, 13th Month
* Eligibility Rules: Location - Mexico City
* Currency: MXN
* Frequency: Annual
Total Base Pay
* Minimum: 700,000 MXN (40,961 USD)
* Maximum: 1,800,000 MXN (105,328 USD)
* Midpoint: 1,250,000 MXN (73,145 USD)
You need to include a family allowance in Mexico employees' total base pay. How will you achieve this?

- A. Use the Put Eligible Earnings Override EIB to include the family allowance amount.
- B. Create a custom compensation basis for Mexico employees and include all salary plans, period salary plans, and the family allowance plan.
- C. Create a compensation element group with the family allowance. The compensation element group is not assigned to the grade, but is used for reporting purposes.

- D. Update the Base Pay Elements field on the Mexico grade profiles to include the family allowance compensation element.

Answer: D

Explanation:
* Base Pay Elementson a grade profile determine which compensation plans/elements are included inTotal Base Pay.
* In this scenario, Mexico employees already haveBase Pay + 13th Monthincluded. To ensureFamily Allowanceis also counted as part of total base pay, you mustadd the family allowance elementdirectly in theBase Pay Elements fieldof the Mexico grade profile.
* This way, when Workday calculates total base pay, it aggregates all specified components.
Why not the others?
* B. Create custom compensation basis# Useful for reporting/eligibility but not tied to grade profile definitions of total base pay.
* C. Put Eligible Earnings Override EIB# This is a data load tool, not a configuration solution.
* D. Compensation element group# Groups are for reporting or eligibility, but they don't define which plans contribute to total base pay.
References:
Workday Pro Compensation - Compensation Grades Guide:Base Pay Elements define what counts toward total base pay.
Workday Community - Grade Profile Configuration:Adding allowance elements ensures they roll into base pay calculations.
#Final Verified answer: A. Update the Base Pay Elements field on the Mexico grade profiles to include

NEW QUESTION # 14

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. Hourly plan
- C. Unit salary plan
- D. Salary plan

Answer: A

Explanation:
* APeriod Salary Planin 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 # 15

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