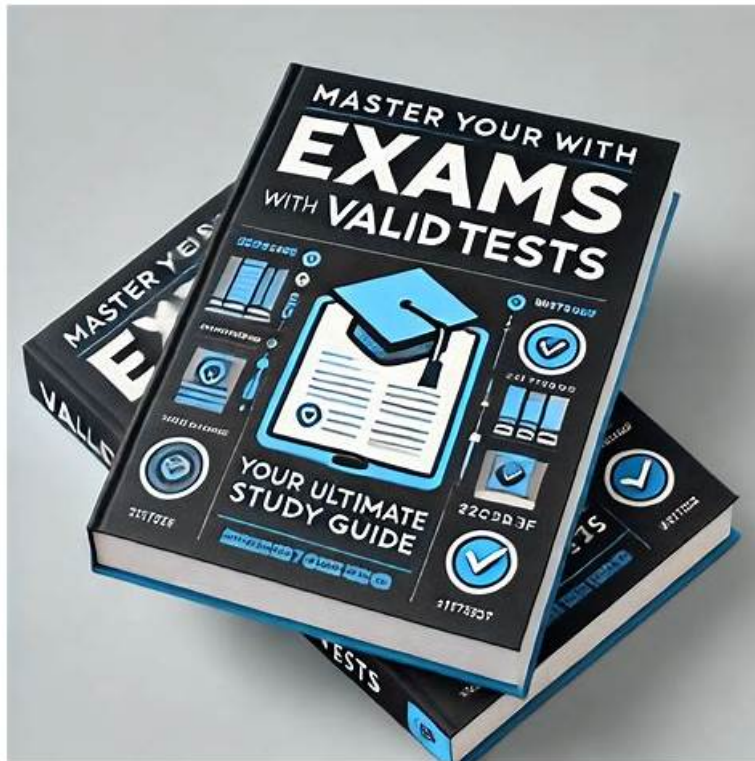


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WorkdayProCompensationExam Sample Questions (Q49-Q54):

NEW QUESTION # 49

For the past four years, your company offered employees a \$3,000 annual housing allowance plan. The company wants to increase this plan to \$3,500 annually and make sure the existing employees on the plan get the new amount granted to them. How would you make this change so that new and existing employees receive the new amount?

- A. Create a new housing allowance plan for the new amount and add it to the compensation package.
- B. Edit the allowance plan with the new effective date and change the Plan Amount.
- C. Use the Request Compensation Change process for the existing employees to edit the allowance plan to reflect the new amount.
- **D. Run the Set Up Allowance Plan Adjustment task to change the amount and indicate that you want to adjust to new defaults for the employees.**

Answer: D

Explanation:

- * To increase the housing allowance plan from \$3,000 to \$3,500 and update both new and existing employees:
 - * Use Set Up Allowance Plan Adjustment with option Adjust to New Defaults.
 - * This updates all employees on the plan to the new standard amount while ensuring future hires also default to the updated value.
- Why not the others?

- * A. Create a new plan# Creates unnecessary duplication, complicating reporting.
- * B. Edit the allowance plan directly# Updates default for future, but not current employees.
- * D. Request Compensation Change per employee# Manual, time-consuming, not scalable.

References:

Workday Pro Compensation - Allowance Plan Adjustments: "Adjust to New Defaults" is the method to update current assignments.

NEW QUESTION # 50

You are creating a compensation package.

What can you add to the compensation package?

- A. Future payment plan
- **B. One-time payment plan**
- C. Calculated plan
- D. Retirement plan

Answer: B

Explanation:

- * A compensation package is a grouping of multiple compensation plans (salary, allowances, one-time payments, bonuses, etc.).
- * Workday allows you to bundle one-time payment plans into a package (e.g., relocation bonus, signing bonus).

Why not the others?

- * A. Retirement plan# Benefits plans are not part of comp packages.
- * C. Calculated plan# Standalone, not typically added to comp packages.
- * D. Future payment plan# Not a Workday plan type.

References:

Workday Pro Compensation - Compensation Package Setup: Lists allowable plan types (salary, allowance, one-time payment).

Workday Community - Offer Package Setup.

NEW QUESTION # 51

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. \$0 USD
- B. €80 EUR

- C. \$100 USD
- D. €0 EUR

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.

Workday Community - Compensation Plan Defaulting Rules.

NEW QUESTION # 52

Refer to the following scenario to answer the question below.

A company has several configurable compensation bases established in their system:

- * Total Cost (India): Qualifies Indian employees and includes all salary plans, period salary plans, allowance plans, bonus plans, and retirement savings plans; only 50% of their total compensation can be used toward their salary plan.
- * Total Compensation Non-Sales: Qualifies all full-time employees not in sales and includes all salary plans, allowance plans, bonus plans, and calculated plans.
- * Total Compensation Sales: Qualifies all full-time sales employees and includes all salary plans, allowance plans, and commission plans.
- * Total Pay (Mexico): Qualifies Mexican employees and includes all salary plans, period salary plans, and allowance plans.
- * Salary and Seniority: Qualifies all employees and includes all salary plans and the specific seniority calculated plan.

The configurable compensation bases have the following ranking:

- * 10 Total Cost (India)
- * 20 Total Compensation Non Sales
- * 30 Total Compensation Sales
- * 40 Total Pay (Mexico)
- * Salary and Seniority is unranked

You have a full-time support analyst who works in Mexico City. What compensation basis will be this employee's primary compensation basis?

- A. Total Pay (Mexico)
- B. Total Compensation Sales
- C. Salary and Seniority
- D. Total Compensation Non-Sales

Answer: A

Explanation:

- * The employee is a full-time support analyst in Mexico City.
- * The relevant bases are:
- * Total Pay (Mexico)# For Mexican employees.
- * Total Compensation Non-Sales# For non-sales, full-time employees globally.
- * Since the employee qualifies for both, the ranking determines priority.

* Ranking:

- * (10) India
- * (20) Non-Sales
- * (30) Sales
- * (40) Mexico

* Normally, the lowest ranking number (highest priority) applies. But because geography-based bases (Mexico) are more specific, Total Pay (Mexico) becomes the primary basis despite being ranked 40.

Why not the others?

- * B. Salary and Seniority# Unranked, only applies when no ranked basis fits.
- * C. Sales# Not a sales role.

* D. Non-Sales# Qualified, but Mexico-specific basis takes precedence.

References:

Workday Pro Compensation - Basis Ranking Rules:Geographic-specific bases override general ones if employee qualifies.

Workday Community - Configurable Compensation Basis Prioritization.

NEW QUESTION # 53

You added a signing bonus during the Offer event, but the signing bonus did not carry forward into the Hire event.

What is missing from your configuration?

- A. You must include the Signing Bonus one-time payment in the Compensation Package.
- B. The Request One-Time business process security policy must include the Initiator for the Review action.
- C. The Request One-Time Payment business process needs to include an approval step.
- **D. You must add Request One-Time Payment as a subprocess of the Hire business process.**

Answer: D

Explanation:

* In Workday, one-time payments (likesigning bonuses) must flow fromOffer # Hireto remain consistent.

* If the signing bonus added duringOfferdoesn't carry intoHire, it means theHire business processis missing theRequest One-Time Payment subprocess.

* Adding it ensures that any one-time payments from the offer are automatically included in the hire event.

Why not the others?

* A. Include in package# Package inclusion allows proposal but doesn't ensure carry-forward into Hire.

* B. Add approval step# Workflow step won't fix missing subprocess link.

* D. Update security policy# Security won't solve missing subprocess configuration.

References:

Workday Pro Compensation - Offer & Hire Integration:One-time payments carry into hire only if Request One-Time Payment is a subprocess.

NEW QUESTION # 54

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