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WorkdayProCompensationExam Sample Questions (Q31-Q36):

NEW QUESTION # 31

You want to award multiple one-time payments for an employee with different one-time payment plans and different scheduled payment dates while sharing the same reason and effective date.

What will you configure to allow this?

- A. Select Disable Pay Date Help Text for One-Time and Referral Payment Processes on Edit Tenant Setup - HCM.
- B. Edit the business process definition for Request One-Time Payment and add a Review step for HR Partner.
- C. Select Enable Multiple One-Time Payments on Edit Tenant Setup - HCM.
- D. Configure the same eligibility rules on all one-time payment plans and include them in the compensation package.

Answer: C

Explanation:

- * By default, Workday restricts one-time payments so that only one plan per effective date/reason can be entered.
- * To allow multiple one-time payments (different plans and pay dates, same effective date/reason), you must enable:
- * "Enable Multiple One-Time Payments" in Edit Tenant Setup - HCM.

Why not the others?

- * A. Add Review step for HR Partner# Impacts workflow, not configuration.
- * B. Disable Pay Date Help Text# Only changes help text display, not functionality.
- * D. Configure same eligibility rules & package# Doesn't override the one-payment-per-effective-date limitation.

References:

Workday Pro Compensation - Tenant Setup for One-Time Payments: Multiple one-time payments option enables different plans under the same effective date.

NEW QUESTION # 32

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

Answer: B

Explanation:

- * Since the eligibility rule evaluates pay rate type = salaried, you need to ensure every job profile has the correct 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 # 33

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

Answer: C

Explanation:

- * The Dynamic Display option controls whether Workday shows only relevant compensation plan sections during transactions like Propose 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 # 34

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. How do you configure pay ranges for the Software Engineer job profile in each location?

- A. Create one compensation grade with multiple eligibility rules.
- **B. Create one compensation grade with profiles for each location and attach it to the job profile.**
- C. Create one compensation grade for each location and attach it to the job profile.
- D. Create three compensation grades and attach them to three job profiles.

Answer: B

Explanation:

* Compensation grades define pay ranges, and grade profiles allow variation by location, job family, or other attributes.

* In this case, the Software Engineer role exists in London, New York, and Milan, so the best practice is to:

* Create one compensation grade (Software Engineer).

* Add grade profiles for each location, each with its own pay range.

* Attach the grade (with all profiles) to the job profile.

Why not the others?

* A. One grade per location# Duplicates maintenance effort; profiles exist for this purpose.

* B. Three grades tied to three job profiles# Unnecessary; job profile is the same role globally.

* D. One grade with eligibility rules# Eligibility determines who qualifies, not pay ranges per location.

References:

Workday Pro Compensation - Compensation Grades & Profiles Guide: Profiles allow different pay ranges for same grade across locations.

Workday Community - Global Grade Profiles Best Practice.

NEW QUESTION # 35

A company wants to create a compensation basis for their sales team. This basis should include:

* Base salary

* Monthly commission earnings

* Quarterly bonus plan

How should they configure this compensation basis?

- A. Create a calculation compensation basis, including salary, commission, and bonus plan.
- B. Use the total salary and allowances compensation basis and add the bonus plan.
- C. Define a new compensation grade and assign the relevant compensation plans.
- **D. Create a configurable compensation basis, including salary, commission, and bonus plan.**

Answer: D

Explanation:

* A configurable compensation basis allows you to define what plans contribute to compensation calculations.

* For the sales team, the basis should include:

* Base salary (salary plan).

* Monthly commission earnings (commission plan).

* Quarterly bonus plan (bonus plan).

* Configurable compensation bases are designed for flexible aggregation of multiple comp plans.

Why not the others?

* B. Total salary and allowances basis# Covers only salary + allowance, does not include bonus /commission.

* C. Compensation grade# Defines ranges, not aggregation of comp plans.

* D. Calculation compensation basis# Not a Workday configuration type (confusion with calculated fields).

References:

Workday Pro Compensation - Configurable Compensation Bases: Allow inclusion of salary, allowances, commissions, bonuses.

NEW QUESTION # 36

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