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WorkdayProCompensationExam Sample Questions (Q49-Q54):

NEW QUESTION # 49

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

- A. Apply FTE%
- B. Compensation Element
- C. Exclude from Merit

- D. Eligibility Rules

Answer: A

Explanation:

When configuring a salary plan, you can choose whether the plan amount should automatically adjust for part-time employees based on FTE% (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 # 50

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 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.
- **C. You do not need to do anything. Workday will check daily and automatically change the amount for the employee.**
- D. 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.

Answer: C

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 # 51

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. Compensation Summary
- **B. Employee Compensation Audit**
- C. Compensation Rule Assignment
- D. Employee Compensation Details by Job Profile

Answer: B

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 # 52

Airplane pilots receive a base salary as compensation. They also receive compensation based on the number of kilometers flown. The more they fly, the more they get paid. You need to create a plan to show estimated wages based on kilometers flown to include in an offer letter. What type of plan should you create?

- A. Unit salary plan
- B. Period salary plan
- C. One-time payment plan
- D. Unit-based allowance plan

Answer: A

Explanation:

- * A Unit Salary Plan pays based on units worked (e.g., miles, credits, or kilometers).
- * In this case, pilots earn extra based on kilometers flown, making unit salary plan the correct choice.
- * It also supports estimation of wages for offer letters since you can project based on expected units.

Why not the others?

- * A. Unit-based allowance plan# Allowances are flat recurring payments, not tied to actual units worked.
- * B. One-time payment# Used for bonuses or ad hoc payments, not recurring per-unit pay.
- * D. Period salary plan# Handles additional pay periods, not per-unit payments.

References:

Workday Compensation Plans Training: Unit salary plans are designed for recurring, unit-driven pay like teaching credits or mileage.
Workday Community - Unit Salary Plans.

NEW QUESTION # 53

A compensation partner runs the Employee Compensation Step Progression Audit report and notices seven employees listed on the report.

What should you do?

- A. Use the Set Up Grade Job Profile Adjustment task to update the grade assigned to the employees on the report.
- B. Use the Schedule Automatic Step Progression task to move eligible employees to the next step.
- C. Use the Maintain Compensation Steps task and add a progression rule to the steps.
- D. Use the Change Job business process to move the employees on the report to a new compensation grade and step.

Answer: B

Explanation:

- * progression but haven't yet been moved to the next step.
- * The corrective action is to run Schedule Automatic Step Progression, which processes all eligible employees and updates their step automatically.

Why not the others?

- * B. Maintain Compensation Steps + progression rule# Only needed if rules are missing. If employees appear, rules already exist.
- * C. Change Job# Not required; step progression is automated.
- * D. Set Up Grade Job Profile Adjustment# Used for grade changes, not step progression.

References:

Workday Pro Compensation - Step Progression Process: Audit report + Schedule Automatic Step Progression ensures progression is applied.

NEW QUESTION # 54

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