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WorkdayProCompensationExam Sample Questions (Q41-Q46):

NEW QUESTION # 41

You are creating a compensation eligibility rule. The entry you are making in the Source External Field or Condition Rule column is displaying all valid fields and eligibility rules.

How can you exclude other condition rules?

- A. Place an asterisk before your entry.
- **B. Enter the prefix "field:" first before your entry.**
- C. Enclose your entry in brackets.
- D. Enter your search in all capital letters.

Answer: B

Explanation:

- * In eligibility rule setup, the Source External Field or Condition Rule column shows both fields and condition rules.
- * To restrict your entry to fields only, Workday requires the prefix field:.
- * Example: entering field:Worker Type ensures only fields appear, excluding other condition rules.

Why not the others?

- * B. Brackets# Not a recognized syntax.
- * C. All caps# Doesn't change filtering behavior.
- * D. Asterisk# Used for wildcard searches, not filtering.

References:

Workday Pro Compensation - Eligibility Rule Building Guide: Syntax uses prefixes such as field: to filter available options.
Workday Community - Condition Rule Entry Best Practices.

NEW QUESTION # 42

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

Answer: C

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 # 43

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. Create a configurable compensation basis, including salary, commission, and bonus plan.**
- D. Define a new compensation grade and assign the relevant compensation plans.

Answer: C

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 # 44

You are creating a compensation package.

What can you add to the compensation package?

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

Answer: D

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 # 45

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. What configuration allows the company to enter one total compensation amount for employees based in Milan?

- A. Total Base Pay
- B. Eligible Earnings Override
- C. Manage Basis Total
- D. Total Salary & Allowances

Answer: C

Explanation:

* The company wants to enter one total compensation amount for Milan employees instead of entering salary, allowance, and bonus separately.

* This is achieved by Manage Basis Total, which allows admins to configure total comp entry at the worker level while Workday allocates automatically across plans.

* This simplifies data entry for regions where comp is communicated as a total package.

Why not the others?

- * A. Eligible Earnings Override# Used for payroll overrides, not comp plan entry.
- * C. Total Base Pay# Only includes salary + base pay elements, not full compensation package.
- * D. Total Salary & Allowances# Not a standard Workday configuration option; the correct feature is Manage Basis Total.

References:

Workday Pro Compensation - Manage Basis Total Functionality: Used when companies pay/track one total amount for comp.

Workday Community - European Compensation Configurations (Italy, Milan case).

#Final Verified answer: B. Manage Basis Total

NEW QUESTION # 46

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