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## **Workday Pro HCM Core Certification Exam Sample Questions (Q17-Q22):**

### NEW QUESTION # 17

You need to create a new supervisory organization and it needs to inherit attributes from an existing supervisory organization. What task do you use?

- A. Assign Included Organizations
- B. Assign Roles
- C. Create Supervisory Organization
- **D. Create Subordinate**

**Answer: D**

Explanation:

Comprehensive and Detailed Explanation (Paraphrased from Workday Pro HCM Core - Organizations Setup and Management Guide 2023R2):

When creating a new supervisory organization that should inherit attributes such as staffing model, company, and cost center from an existing organization, you use the Create Subordinate task.

This task creates the new subordinate organization directly under a superior supervisory organization. It automatically copies inherited settings such as visibility, organization assignments, and staffing model, ensuring hierarchical alignment and simplifying setup.

Option B (Create Supervisory Organization) creates a brand-new top-level supervisory org without inheritance.

Option A (Assign Roles) only assigns role-based permissions after creation.

Option C (Assign Included Organizations) is used for related org relationships, not for hierarchical creation.

Thus, Create Subordinate is the correct task when the new org must inherit settings from a superior one.

Reference (Paraphrased Source):

Workday Pro HCM Core - Organizations Configuration Guide (2023R2), Section: "Creating Subordinate Supervisory Organizations and Inherited Attributes."

### NEW QUESTION # 18

A company pays its employees a monthly allowance. Plan targets depend on plan profile eligibility rules.

Sample eligibility includes:

- \* Job Family = Human Resources # \$50 USD
- \* Job Family = Sales # \$70 USD
- \* Job Family and Country = Human Resources / Australia # \$78 AUD
- \* Job Family and Country = Sales / Australia # \$110 AUD

The HR administrator updates the Sales job family so it now contains the job profile Sales Analyst.

When accessing the Employee Compensation Audit report, which column will highlight the allowance plan for the Sales Analyst?

- **A. Unassigned Eligible Compensation Components**
- B. Assigned Ineligible Compensation Components
- C. This plan won't appear on the report
- D. Assigned Eligible Compensation Components

**Answer: A**

Explanation:

The Employee Compensation Audit report in Workday is designed to identify discrepancies between eligibility and actual plan assignment. It compares whether employees should be assigned to compensation plans based on eligibility rules versus whether they are currently assigned.

In this scenario, the Sales Analyst job profile was newly added to the Sales job family. As a result, Sales Analysts now meet the eligibility criteria for the Sales allowance plan. However, unless a compensation event (such as Hire, Job Change, or Compensation Change) has occurred, the allowance plan may not yet be assigned.

When an employee is eligible for a plan but not currently assigned, Workday flags this discrepancy under Unassigned Eligible Compensation Components. This column highlights compensation plans that should be assigned based on current eligibility but are missing.

Assigned Ineligible Compensation Components would only apply if the employee had the plan but no longer qualified. The plan will appear on the report because eligibility exists.

Therefore, the correct column is Unassigned Eligible Compensation Components, making option A correct.

### NEW QUESTION # 19

Employees in Italy receive an additional 2.9 months of base pay each year compared to other employees.

What base pay plan accommodates this structure in Workday?

- **A. Period salary plan**
- B. Unit salary plan
- C. Salary plan
- D. Hourly plan

**Answer: A**

Explanation:

In Workday HCM, period salary plans are specifically designed to support compensation structures where base pay is distributed over a defined number of periods that may not align with standard monthly or annual salary conventions. This is particularly important for countries such as Italy, where statutory or customary compensation practices include additional salary payments, often referred to as the 13th and 14th month salaries. These additional payments result in employees receiving more than 12 months of pay within a year.

A period salary plan allows organizations to define the number of salary periods per year, such as 12, 13, 14, or other values like 14.9, without altering the employee's annualized base pay. This ensures compliance with local labor laws while maintaining consistent reporting, budgeting, and payroll calculations. Workday then prorates or distributes the annual amount appropriately across the defined periods.

Other plan types do not support this requirement. A salary plan assumes a standard annual salary without accommodating extra pay periods. Hourly plans are designed for workers paid based on time worked, and unit salary plans are used when pay is based on output or units produced, neither of which align with Italy's statutory base pay structure.

Therefore, a period salary plan is the correct and Workday-recommended solution for handling additional months of base pay in countries with localized pay practices, making option A the correct answer.

#### **NEW QUESTION # 20**

How can a user become a member of an organization-based security group? (Select two correct answers.)

- **A. The user is a member of the Europe Location Hierarchy.**
- **B. The user is a member of the Information Technology cost center hierarchy.**
- C. The user is a member of the Human Resources job family.
- D. The user is located in London, Paris, and Rome.

**Answer: A,B**

Explanation:

The correct answers are B and C.

Organization-based security groups derive membership automatically from an organizational structure in Workday—such as supervisory, cost center, region, or location hierarchies. Users are included in the group based on their association with that organization or hierarchy.

\* B. If a user is part of the Europe Location Hierarchy, they automatically gain access assigned to that organization-based security group.

\* C. Similarly, users belonging to the Information Technology cost center hierarchy are included in the corresponding cost center-based security group.

Options A and D are incorrect because location membership alone (without organizational hierarchy) or job family assignment does not control membership in an organization-based group.

Reference: Workday Pro HCM - Security Fundamentals, "Organization-Based Security Groups and Derived Membership" section.

#### **NEW QUESTION # 21**

What report lists all compensation components that use any eligibility rule?

- A. Compensation Spreadsheet
- B. Compensation Changes
- **C. Compensation Rule Assignment**
- D. Employee Compensation Audit

**Answer: C**

Explanation:

The Compensation Rule Assignment report is designed to provide a configuration-level view of compensation components and the eligibility rules assigned to them. This report lists all compensation plans—such as salary plans, allowance plans, bonus plans, and one-time payments—that reference an eligibility rule.

This report is especially useful for:

- \* Impact analysis before modifying eligibility rules

- \* Auditing which compensation components rely on shared rules

- \* Understanding eligibility dependencies across compensation configuration

The Employee Compensation Audit focuses on worker assignments, not configuration. Compensation Changes tracks transactional history. Compensation Spreadsheets are manual tools and do not reflect rule usage.

Therefore, the correct report for identifying all compensation components using eligibility rules is Compensation Rule Assignment, making option B correct.

## NEW QUESTION # 22

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