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## **WorkdayProCompensationExam Sample Questions (Q29-Q34):**

**NEW QUESTION # 29**

You create a new bonus plan to replace an existing bonus plan.  
How can you easily remove the existing bonus plan from all employees?

- A. Use the Remove Compensation Plans from Employees task and select a compensation eligibility rule that identifies employees assigned to the plan.
- B. Edit the bonus plan with an appropriate effective date and mark the plan as Inactive.
- C. Use the Request Bonus Payment web service to remove employees from the existing plan.
- D. Use the Change Job task to remove employees from the existing plan.

**Answer: A**

Explanation:

- \* To retire or replace an existing bonus plan, you need to mass-remove it from all employees currently assigned.
- \* The standard Workday task for this is Remove Compensation Plans from Employees, which allows you to:
  - \* Select the compensation plan to remove.
  - \* Apply an eligibility rule to identify affected employees.
  - \* This is efficient and ensures employees no longer carry the outdated plan.

Why not the others?

- \* A. Mark plan inactive# Prevents new assignments but doesn't remove existing employee assignments.
- \* C. Request Bonus Payment web service# Used for issuing payments, not removing plans.
- \* D. Change Job# Not appropriate for mass plan removal.

References:

Workday Pro Compensation - Compensation Plan Lifecycle Management: Removing old plans requires the Remove Compensation Plans from Employees task.

**NEW QUESTION # 30**

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 your search in all capital letters.
- C. Enclose your entry in brackets.
- D. Enter the prefix "field:" first before your entry.

**Answer: D**

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 # 31**

Refer to the following scenario to answer the question below.

A company pays its employees a monthly allowance. Plan targets are dependent on plan profile eligibility rules. There are 100 different types of plan profiles, each with a specific target amount for the eligible population. Sample plan profile eligibility criteria include:

- \* 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 has made some changes to the Sales job family. The job family now contains the job profile Sales Analyst.

When accessing the Employee Compensation Audit report, what 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 highlights mismatches between eligibility rules and actual assignments.
- \* Since Sales Analyst is part of Sales job family but eligibility rules may not yet reflect this new job profile, the allowance plan appears under Unassigned Eligible Compensation Components# meaning the employee is eligible but has not yet been assigned the component.

Why not the others?

- \* A. Won't appear# It will appear, because Sales job family has a profile.
- \* B. Assigned Eligible Compensation Components# Only if already assigned.
- \* D. Assigned Ineligible Compensation Components# Not correct, because Sales Analyst job profile makes them eligible.

References:

Workday Pro Compensation - Audit Reporting: Explains difference between Assigned Eligible, Unassigned Eligible, and Assigned Ineligible.

Workday Community - Compensation Audit Report Usage.

### NEW QUESTION # 32

A consultant is configuring plan eligibility using organizational membership and job family as the two qualifying factors (inclusive). Five employees meet the job family criteria and 50 employees meet the organization criteria. Rules must be executed at optimal performance.

How does this requirement impact the design of the rule?

- A. Organizational membership will precede job family.
- B. Job family will precede organizational membership.
- C. The consultant will remove the job family criterion.
- D. Eligibility is sequenced automatically.

**Answer: A**

Explanation:

- \* In Workday, eligibility rules are optimized by sequencing broader population filters first, followed by narrower ones.
- \* Here:
  - \* Organization = 50 employees
  - \* Job family = 5 employees
- \* To ensure performance optimization, the system should first filter by organizational membership (50), then apply job family (5).
- \* This reduces the number of workers Workday needs to evaluate at the second step.

Why not the others?

- \* B. Eligibility sequenced automatically# Not entirely true; sequencing can be configured for optimization.
- \* C. Remove job family# Would ignore requirements.
- \* D. Job family precedes organization# Less efficient, because it would start from 5 but miss optimal evaluation across 50 employees.

References:

Workday Pro Compensation - Eligibility Rule Performance Best Practices: Sequence broader criteria first (org membership) for efficiency.

Workday Community - Rule Design Guidance.

### NEW QUESTION # 33

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

- A. Exclude from Merit
- B. Eligibility Rules
- C. Compensation Element

- D. Apply FTE%

**Answer: D**

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 # 34**

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