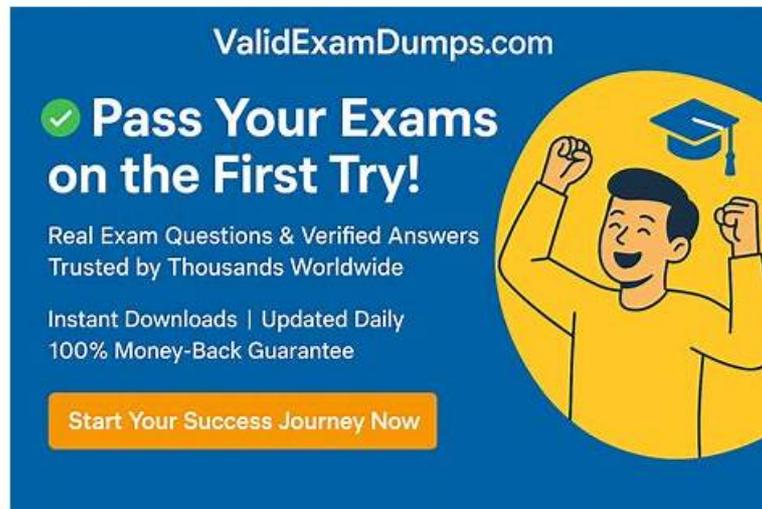


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WorkdayProCompensationExam Sample Questions (Q44-Q49):

NEW QUESTION # 44

What report lists all compensation components using any eligibility rule?

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

Answer: D

Explanation:

- * The Compensation Rule Assignment report lists all compensation components (plans, packages, elements, etc.) that are using eligibility rules.
- * This helps administrators verify where and how eligibility rules are applied across the system.

Why not the others?

- * B. Employee Compensation Audit# Focuses on mismatches between eligibility and assignments, not all rules in use.
- * C. Compensation Spreadsheet# Shows comp details, not eligibility rules.
- * D. Compensation Changes# Tracks transaction history, not rule assignments.

References:

Workday Pro Compensation - Audit & Reporting Tools: Rule Assignment report = all components tied to rules.

NEW QUESTION # 45

A mobile allowance plan has an amount of \$150 per month. The new amount will be \$200 for those employees using the plan. Employees using an override amount will keep their current difference.

How will you update the plan target and maintain current differences?

- A. Change the allowance plan amounts and rollout the plan to all eligible workers.
- B. Use the Remove Compensation Plan process and rollout the new plan to all eligible workers.
- C. Use the Set Up Allowance Plan Adjustment task and select Adjust to New Defaults for Employees Using Override.
- **D. Use the Set Up Allowance Plan Adjustment task and select Adjust by Same Amounts for Employees Using Override.**

Answer: D

Explanation:

- * The business requirement: Raise the default mobile allowance from \$150 # \$200, but keep employees with override amounts at their current difference.
- * Using Set Up Allowance Plan Adjustment with the option Adjust by Same Amounts for Employees Using Override ensures that:
- * The default is increased by \$50.
- * Employees with overrides will also receive a \$50 adjustment (preserving their override difference).

Why not the others?

- * B. Change plan amounts & rollout# Would overwrite override amounts, losing differences.
- * C. Remove and rollout new plan# Unnecessary and disruptive.
- * D. Adjust to New Defaults# Would reset overrides to default, eliminating differences.

References:

Workday Pro Compensation - Allowance Plan Adjustments: Adjust by same amount option maintains override differences.

Workday Community - Managing Plan Adjustments.

NEW QUESTION # 46

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

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 # 47

You added a signing bonus during the Offer event, but the signing bonus did not carry forward into the Hire event. What is missing from your configuration?

- A. The Request One-Time business process security policy must include the Initiator for the Review action.
- B. You must include the Signing Bonus one-time payment in the Compensation Package.
- C. You must add Request One-Time Payment as a subprocess of the Hire business process.
- D. The Request One-Time Payment business process needs to include an approval step.

Answer: C

Explanation:

* In Workday, one-time payments (like signing bonuses) must flow from Offer # Hire to remain consistent.

* If the signing bonus added during Offer doesn't carry into Hire, it means the Hire business process is missing the Request One-Time Payment subprocess.

* Adding it ensures that any one-time payments from the offer are automatically included in the hire event.

Why not the others?

* A. Include in package# Package inclusion allows proposal but doesn't ensure carry-forward into Hire.

* B. Add approval step# Workflow step won't fix missing subprocess link.

* D. Update security policy# Security won't solve missing subprocess configuration.

References:

Workday Pro Compensation - Offer & Hire Integration: One-time payments carry into hire only if Request One-Time Payment is a subprocess.

NEW QUESTION # 48

What is the purpose of the compensation element?

- A. It ties compensation to payroll earnings.
- B. It ties compensation to benefit deductions.
- C. It ties compensation to requisition compensation.
- D. It ties compensation to the eligibility rules.

Answer: A

Explanation:

A compensation element in Workday is the foundational link between a compensation plan (e.g., salary, bonus, allowance) and payroll processing.

* When you assign a compensation plan (like a car allowance, bonus, or salary plan), Workday requires a compensation element that directly maps to a payroll earning code.

* This ensures that the pay component flows into payroll correctly, appears on pay slips, and is taxable /deductible as designed.

Why not the others?

* B. Requisition compensation- Job requisitions use compensation packages for recruiting, but elements are not tied to requisitions.

* C. Eligibility rules- Eligibility determines who can receive the plan, not the element itself.

* D. Benefit deductions- Those are handled by benefit deduction elements, not compensation elements.

References:

Workday Pro Compensation Training: Compensation elements map compensation plans to payroll earnings.

Workday Community - Compensation Elements Overview: Confirms the purpose of elements is payroll integration, not eligibility or benefits.

NEW QUESTION # 49

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