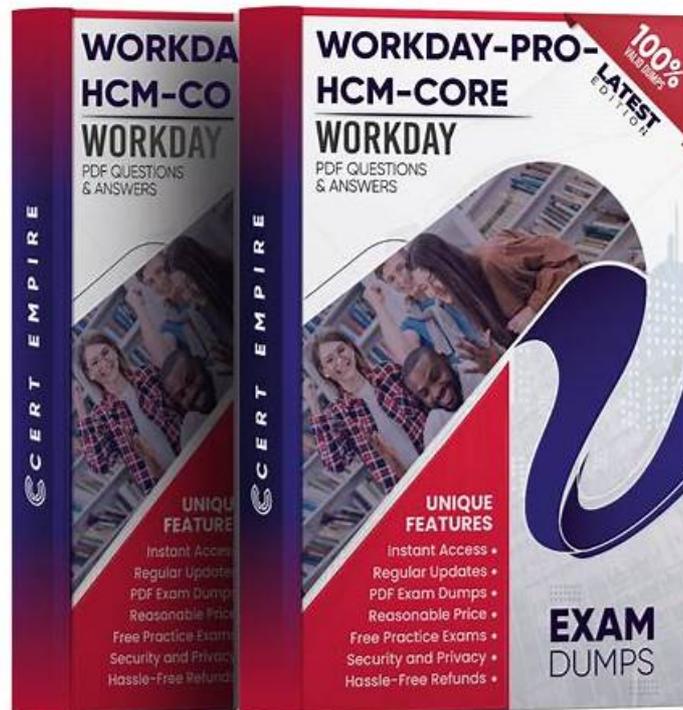


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## Workday Pro HCM Core Certification Exam Sample Questions (Q142-

## Q147):

### NEW QUESTION # 142

Why are compensation elements used in Workday, and to which components are they applied?

- A. They tie compensation to payroll earnings and are applied to plans, grades, and grade profiles.
- B. They tie compensation to payroll earnings and are applied to plans, grades, and packages.
- C. They tie compensation to payroll earnings and are applied to grades, grade profiles, and eligibility rules.
- D. They tie compensation to payroll earnings and are applied to plans, eligibility rules, and benefit deductions.

**Answer: A**

Explanation:

In Workday HCM, compensation elements serve as the critical link between compensation plans in HCM and earnings codes in Payroll. Their primary purpose is to ensure that compensation entered in Workday is correctly interpreted, calculated, and paid through payroll processing. Without compensation elements, payroll systems would not be able to distinguish how different types of compensation—such as base salary, allowances, or bonuses—should be treated for taxation, deductions, and reporting.

Compensation elements are applied to three key components within the compensation framework: plans, grades, and grade profiles. When assigned to compensation plans, elements define how the plan's compensation is paid. When applied to grades and grade profiles, they support consistency and scalability by ensuring that compensation tied to a specific grade structure flows correctly to payroll, regardless of the job or position.

Compensation elements are not applied to eligibility rules, benefit deductions, or compensation packages.

Eligibility rules determine who can receive compensation, not how it is paid. Benefit deductions are managed within benefits configuration, and packages are used primarily for grouping plans, not payroll integration.

By standardizing the payroll linkage across plans, grades, and grade profiles, compensation elements provide flexibility, global consistency, and accurate payroll results. This makes option C the correct answer according to Workday Pro HCM compensation and payroll integration best practices.

### NEW QUESTION # 143

Scenario:

A new supervisory organization has been created. The staffing model has been assigned so that there is no limit on the number of jobs that are filled.

A worker in this organization needs to be promoted from Business Process Analyst to Senior Business Process Analyst.

What business process do you use?

- A. Hire Employee
- B. Change Job
- C. Change Organization Assignments for Worker
- D. Propose Compensation Change

**Answer: B**

Explanation:

The correct answer is D - Change Job.

The Change Job business process is used in Workday to update a worker's job-related details within the same employment record. It applies to both Job Management and Position Management staffing models.

Common use cases for Change Job include:

- \* Promotions or demotions (e.g., Business Process Analyst # Senior Business Process Analyst),
- \* Transfer to a different supervisory organization,
- \* Lateral moves between departments, or
- \* Changes to job profile, location, or business title.

The process maintains continuity of employment while updating the job attributes. In contrast, Hire Employee is for new hires, and Propose Compensation Change only adjusts pay without changing the job attributes.

Reference: Workday Pro HCM - Job Change and Staffing Transactions Guide, "Executing the Change Job Business Process."

### NEW QUESTION # 144

What security groups and users can you share a report with?

- A. Any security group or user that has a business reason for accessing the data.

- B. Any security group or user that has security access to the report data source and data source filter.
- C. Any security group or user that has security access to the report fields.
- D. Any security group or user that has security access to the report tag(s) on the report.

**Answer: B**

Explanation:

Comprehensive and Detailed Explanation (Paraphrased from Workday Pro HCM Core - Reporting and Security Configuration Guide, 2023R2):

In Workday, the ability to share a report depends on a user or group's security access to the report's data source and data source filters. This ensures that only authorized individuals can view the report's content, even if they have the link or the report is shared with them directly.

Data sources define what underlying information a report can pull (e.g., Worker, Position, Organization).

Security policies tied to those data sources control who can access or view specific data fields. Therefore, even if a report is shared broadly, users can only see results their security permissions allow.

Options A, B, and D are incorrect because Workday security doesn't evaluate "business reasons" or "tags" for access - it enforces data-source-based controls. Field-level access is governed by the domain security policy within the data source.

Reference (Paraphrased Source):

Workday Pro HCM Core - Reporting Configuration Guide (2023R2), Section: "Report Sharing and Security Dependencies."

### NEW QUESTION # 145

Where can you configure a guideline warning for a Compensation Package?

- A. On the position in range
- B. On the segment range
- C. On the primary compensation basis pay range
- D. On the compa-ratio

**Answer: C**

Explanation:

In Workday, guideline warnings are used to alert users during compensation events when proposed compensation falls outside defined ranges. These warnings are tied to compensation basis configurations, not to informational metrics such as compa-ratio or position in range.

A compensation package relies on a primary compensation basis to evaluate pay ranges, limits, and guidelines. The primary compensation basis pay range defines the acceptable boundaries for compensation proposals and is where guideline warnings are configured.

Compa-ratio and position in range are derived analytics used for reporting and decision support; they do not drive validation or warnings. Segment ranges are used for guideline calculations but do not independently generate warnings.

By configuring guideline warnings on the primary compensation basis pay range, Workday ensures that users are alerted when compensation proposals exceed or fall below acceptable thresholds during Hire, Change Job, or Compensation Change processes. Therefore, option D is the correct answer.

### NEW QUESTION # 146

After creating a new allowance plan, how can you assign the plan to all eligible employees?

- A. Use the View Compensation Plan Rollout Process task to assign employees.
- B. Use the Rollout Compensation Plans to Employees task and select the eligibility rule.
- C. Use the Employee Compensation Plans - Allowance report and enter Change Job events.
- D. Run the Compensation Plan Assignment Audit report and submit Request Compensation Changes.

**Answer: B**

Explanation:

Workday provides the Rollout Compensation Plans to Employees task to efficiently assign newly created compensation plans to employees who meet defined eligibility criteria. This task evaluates the eligibility rule attached to the plan and assigns the plan to all qualifying employees in bulk.

Manual approaches such as Request Compensation Change or Change Job events are inefficient and not scalable. The View Compensation Plan Rollout Process task is informational and does not perform assignments.

Using the rollout task ensures consistency, reduces administrative effort, and aligns with Workday best practices for plan deployment.

Therefore, option D is the correct answer.

## NEW QUESTION # 147

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