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**Workday pro exam Questions and
Answers 100% Pass**

You want to set up benefit partners to only see and support workers in a specific location in hierarchies. What security group type allows you to identify the benefits partners as members and allow you to constrain their access defined location hierarchies? - ✓✓Role-based constrained

How are user based security groups assigned to a worker? - ✓✓They are assigned based on role assignment

Which security group types use other security groups to determine membership? - ✓✓Role- based unconstrained and organization membership

What report identifies the security policy securing a given item such as a given task or delivered report? - ✓✓View security for securable item

In order to access domain items, what must a user be? - ✓✓A member of at least one security groups permitted in the domain security policy.

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WorkdayProCompensationExam Sample Questions (Q14-Q19):

NEW QUESTION # 14

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. Define a new compensation grade and assign the relevant compensation plans.
- B. Use the total salary and allowances compensation basis and add the bonus plan.
- C. Create a calculation compensation basis, including salary, commission, and bonus plan.
- **D. Create a configurable compensation basis, including salary, commission, and bonus plan.**

Answer: D

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 # 15

A customer requires an additional month to be paid as per the country's legislative requirements.

How do you configure this?

- **A. Create a period salary plan with a multiplier of one month.**
- B. Create a one-time payment plan.
- C. Create an amount-based allowance plan with plan profiles for each month.
- D. Create a percent-based merit plan.

Answer: A

Explanation:

* Some countries (e.g., Italy, Spain) legally require employees to be paid 13 or 14 times per year.

* Workday supports this by using a Period Salary Plan with a multiplier, which allows additional months, weeks, or days of pay.

* In this case, to meet the legislation for an extra month, configure the period salary plan with a 1-month multiplier.

Why not the others?

* A. Amount-based allowance plan# Allowances are supplemental, not designed for legislated base salary multipliers.

* B. Percent-based merit plan# Merit is performance-based, not a legislative requirement.

* C. One-time payment plan# One-time payments are ad hoc, not recurring annual extra months.

References:

Workday Pro Compensation - Period Salary Plans:Used for countries with 13th/14th month pay requirements.
Workday Community - Regional Compensation Setup Guides.

NEW QUESTION # 16

What report lists all compensation components using any eligibility rule?

- A. Compensation Spreadsheet
- B. Compensation Changes
- 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 # 17

What report allows you to view each worker's compensation details including total base pay, compensation package, and compa-ratio, for one or more organizations that you manage or support, and optionally their subordinates?

- A. Employee Compensation Audit
- B. Total Rewards
- **C. Compensation Spreadsheet**
- D. Employee Compensation Details by Job Profile

Answer: C

Explanation:

* The Compensation Spreadsheet report provides a detailed view of:

* Worker's total base pay.

* Assigned compensation package.

* Compa-ratio (position in range).

* Can be scoped by organizations and includes subordinates if required.

Why not the others?

* A. Total Rewards# Worker-facing summary report, not detailed comp admin view.

* B. Employee Compensation Details by Job Profile# Focused on jobs, not individual worker comp breakdown.

* D. Employee Compensation Audit# Audit mismatches, not full comp detail.

References:

Workday Pro Compensation - Reports Overview:Compensation Spreadsheet = detailed comp report by org.

NEW QUESTION # 18

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. The consultant will remove the job family criterion.

- C. Eligibility is sequenced automatically.
- D. Job family will precede organizational membership.

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 # 19

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