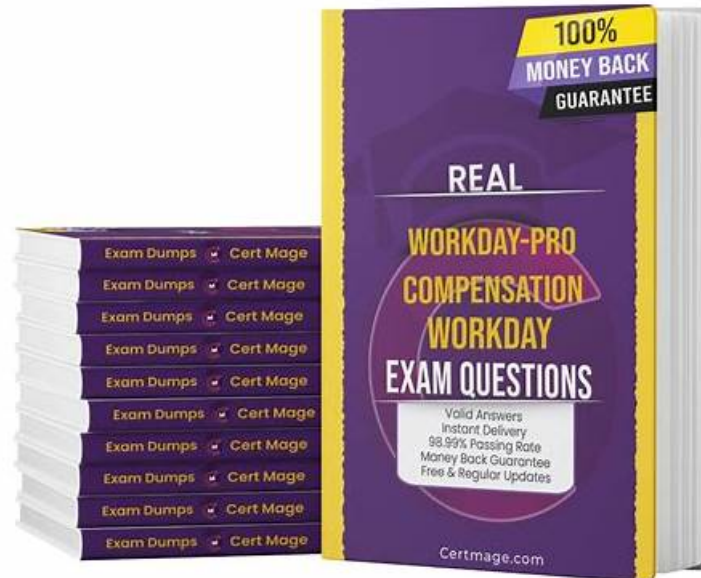


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WorkdayProCompensationExam Sample Questions (Q50-Q55):

NEW QUESTION # 50

What does the Gross Up checkbox on the one-time payment plan indicate?

- A. You want Workday to require a compensation partner to manually update the gross up amount when requesting a one-time payment.
- B. You want Workday to apply taxes on the one-time payment.
- **C. You want Workday to automatically adjust the one-time payment so the employee receives the full amount after taxes.**
- D. You want Workday to show the taxes to the user when requesting a one-time payment.

Answer: C

Explanation:

* Gross Up= Adjusting a payment so that after tax deductions, the employee takes home the intended net amount.

* Example: If you want an employee to net \$1,000, and taxes are 20%, Workday will calculate and issue ~\$1,250 gross so the employee keeps \$1,000 after taxes.

Why not the others?

* A. Show taxes to user# Not what Gross Up does.

* B. Manual update required# Gross up is automated, not manual.

* C. Apply taxes normally# Workday already applies taxes; gross up goes further by adjusting amounts.

References:

Workday Pro Compensation - One-Time Payment Plan Setup:Gross Up ensures net payment equals requested amount.

Workday Community - Gross Up Functionality.

NEW QUESTION # 51

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

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

Answer: A

Explanation:

* Guideline warnings in Workday Compensation are configured at the primary compensation basis pay range level.

* These warnings alert HR/Managers if an entered amount is outside the allowed range or guideline thresholds (e.g., 90%-110% of midpoint).

* They act as soft controls for ensuring compliance with comp policy.

Why not the others?

* A. Position in range# This is a calculation, not a configuration point.

* B. Compa-ratio# A metric comparing pay to midpoint; doesn't hold guideline warnings.

* D. Segment range# Related to segment-based ranges in variable comp, not base pay packages.

References:

Workday Pro Compensation - Compensation Basis & Pay Range Setup:Guideline warnings configured at compensation basis.

Workday Community - Pay Range Guidelines Configuration.

NEW QUESTION # 52

You must make a change to an employee's salary without changing other worker details.

What task will you use to make the ad hoc change?

- A. Request One-Time Payment
- B. Request Grade Change
- **C. Request Compensation Change**
- D. Transfer, Promote or Change Job

Answer: C

Explanation:

* The task Request Compensation Change is specifically for updating salary or allowances without affecting other worker details (position, job, location).

* This allows an ad hoc adjustment to salary while leaving the rest of the worker's profile unchanged.

Why not the others?

* A. Transfer/Promote/Change Job# Used when job details (title, location, org) change, not just pay.

* C. Request Grade Change# Alters grade, not salary directly.

* D. Request One-Time Payment# Temporary, ad hoc payments, not ongoing salary.

References:

Workday Pro Compensation - Compensation Changes Guide:Salary adjustments without job changes use Request Compensation Change.

NEW QUESTION # 53

On March 5, you need to award a group of employees an equity adjustment base pay increase effective March

1. It will be processed when payroll runs on March 31. You asked managers to communicate the change by March 20.

How can you ensure this increase will not be available to employees in Workday until March 21?

- A. Change the Effective Date of the base pay changes to March 5.
- B. Enter an Actual End Date of March 1.
- C. Enter an Expected End Date of March 31.
- **D. Enter an Employee Visibility Date of March 21.**

Answer: D

Explanation:

* Effective Date (March 1)= When the pay increase is valid for payroll.

* Employee Visibility Date (March 21)= When employees can actually see the change in Workday.

* This allows managers to communicate the increase by March 20, and employees only see it from March 21 onward, while payroll processes it correctly on March 31.

Why not the others?

* A. Expected End Date March 31# Used to close plans, not to control visibility.

* B. Actual End Date March 1# Would end the plan immediately.

* D. Effective Date March 5# Wrong: payroll needs it effective March 1.

References:

Workday Pro Compensation - Effective Dating & Visibility Dates:Visibility date allows decoupling of when changes are effective vs. when employees see them

NEW QUESTION # 54

You created a new one-time payment plan and enabled employees to request payments for themselves. While testing, you notice that an existing custom validation for the Request One-Time Payment process also applies to the Request One-Time Payment for Self process.

How can you ensure these validations do not run for employees requesting one-time payments for themselves?

- **A. Use Maintain Custom Validations and use One Time Payment Event for Self field to exclude these types of events.**
- B. Remove Employee as Self from the Worker Data: Request One-Time Payment security domain.
- C. Use Maintain Custom Validations and add new validations that should apply only for employees requesting one-time payments for themselves.
- D. Use Configure Options Fields for Request One Time Payment for Self to exclude the fields that are triggering the validations.

Answer: A

Explanation:

* Maintain Custom Validations allows you to refine which events validations apply to.

* Workday distinguishes between Request One-Time Payment(manager/HR initiated) and Request One- Time Payment for Self(employee initiated).

* By using the One Time Payment Event for Self field, you can exclude self-service events from being validated by the existing custom validations.

Why not the others?

* B. Add new validations# Would duplicate rules rather than exclude them.

* C. Remove Employee as Self from security domain# Would block employees from submitting requests, not exclude validations.

* D. Configure Options Fields# Controls fields displayed, not validation logic.

References:

Workday Pro Compensation - Custom Validations Guide: Validations can be scoped to specific business processes, including "for self" variants.

Workday Community - One-Time Payment Event for Self Validation Handling.

NEW QUESTION # 55

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