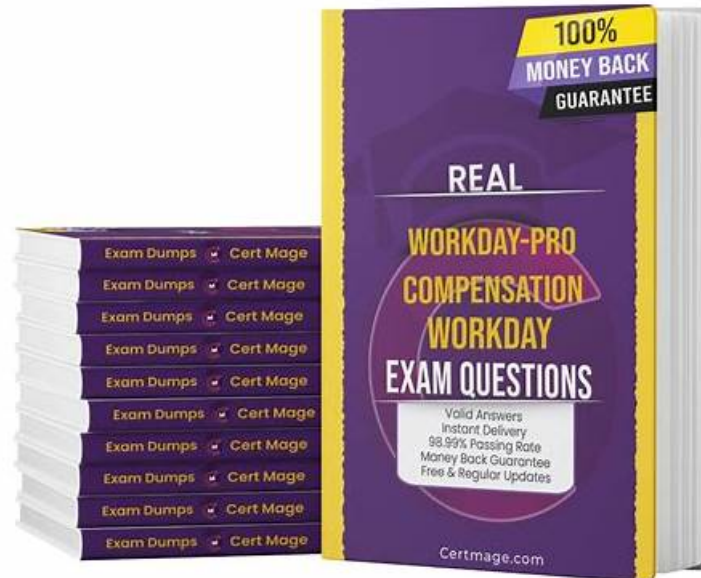


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## WorkdayProCompensationExam Sample Questions (Q33-Q38):

### NEW QUESTION # 33

Your company would like to automatically increase pay after 12 months of employment, but only after 400 hours worked. What configuration will achieve this on compensation steps?

- A. Set a duration of 12 months and a step progression rule that counts the number of hours worked.
- B. Select the "Assign first step during compensation proposal" checkbox and set a progression rule that counts 12 months.
- C. Set a duration of 12 months.
- D. Set a progression rule that counts the number of hours worked.

**Answer: A**

Explanation:

In Workday Compensation, step progression is controlled through a combination of duration (time-based eligibility) and progression rules (additional conditions, like hours worked or performance).

Here's how the scenario breaks down:

\* Requirement 1 - 12 months of employment

\* Workday supports step duration, where you can specify that an employee must remain at a step for a defined period before being eligible for the next step.

\* Setting a duration of 12 months ensures that the employee only becomes eligible for a step increase after completing a year in the role.

\* Requirement 2 - 400 hours worked

\* Workday allows you to configure step progression rules that evaluate conditions beyond time, such as hours worked, performance ratings, or other calculated fields tied to the worker.

\* A progression rule counting the number of hours worked ensures that the pay increase is not triggered until the employee meets the required 400 hours.

\* Why not the other options?

\* A. Assign first step during compensation proposal + 12 months rule- This would only apply the first step, but it doesn't enforce the "400 hours worked" requirement.

\* B. Hours worked only- This ignores the requirement of 12 months of employment.

\* C. Duration of 12 months only- This ignores the requirement of 400 hours worked.

Thus, only D (duration + step progression rule) satisfies both conditions simultaneously.

References (from Workday Pro Compensation knowledge & learning resources):

\* Workday Compensation - Step Progression Configuration: Duration enforces time-in-step, while progression rules allow conditions such as hours worked or performance-based eligibility.

\* Workday Pro Training Materials (Compensation module): Step increase rules require combining duration with eligibility/progression conditions for multi-criteria automation.

\* Workday Community - Compensation Step Progression Guide: Confirms that when multiple criteria must be met (e.g., tenure and hours worked), they must be configured in both the duration setting and the progression rule logic.

### NEW QUESTION # 34

You want to award multiple one-time payments for an employee with different one-time payment plans and different scheduled payment dates while sharing the same reason and effective date.

What will you configure to allow this?

- A. Select Enable Multiple One-Time Payments on Edit Tenant Setup - HCM.
- B. Select Disable Pay Date Help Text for One-Time and Referral Payment Processes on Edit Tenant Setup - HCM.
- C. Configure the same eligibility rules on all one-time payment plans and include them in the compensation package.
- D. Edit the business process definition for Request One-Time Payment and add a Review step for HR Partner.

**Answer: A**

Explanation:

\* By default, Workday restricts one-time payments so that only one plan per effective date/reason can be entered.

\* To allow multiple one-time payments (different plans and pay dates, same effective date/reason), you must enable:

\* "Enable Multiple One-Time Payments" in Edit Tenant Setup - HCM.

Why not the others?

\* A. Add Review step for HR Partner# Impacts workflow, not configuration.

\* B. Disable Pay Date Help Text# Only changes help text display, not functionality.

\* D. Configure same eligibility rules & package# Doesn't override the one-payment-per-effective-date limitation.

References:

Workday Pro Compensation - Tenant Setup for One-Time Payments: Multiple one-time payments option enables different plans under the same effective date.

### NEW QUESTION # 35

What report allows you to view the compensation components that the worker is assigned and eligible for, unassigned and eligible for, and assigned and ineligible for?

- A. Compensation Rule Assignment
- B. Employee Compensation Details by Job Profile
- C. Compensation Summary
- **D. Employee Compensation Audit**

**Answer: D**

Explanation:

- \* The Employee Compensation Audit report shows, for each worker:
  - \* Assigned & eligible compensation components.
  - \* Unassigned but eligible components.
  - \* Assigned but ineligible components.
- \* This makes it the primary tool for validating comp assignments against eligibility rules.

Why not the others?

- \* A. Employee Compensation Details by Job Profile# Focuses on job profiles, not assignment eligibility.
- \* C. Compensation Summary# Summary-level report, not eligibility vs. assignment detail.
- \* D. Compensation Rule Assignment# Shows rules applied to plans, not worker assignment detail.

References:

Workday Pro Compensation - Employee Compensation Audit Guide.

### NEW QUESTION # 36

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

**Answer: B**

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 # 37

You enter a date in the Actual End Date field of a compensation plan.

When will Workday remove the plan from the employee's record?

- A. On the actual end date plus one day.
- B. On the actual end date.
- C. On the last day of the pay period plus one day.
- D. On the last day of the month plus one day.

**Answer: A**

Explanation:

- \* In Workday, when you set an Actual End Date on a compensation plan, the plan remains active through that date.
- \* Workday automatically removes the plan the day after the entered actual end date.
- \* Example: If Actual End Date = March 31, the plan is removed effective April 1.

Why not the others?

- \* B. Last day of the month +1# Too restrictive; not always tied to month-end.
- \* C. On the actual end date# Wrong; the plan is valid through the end date.
- \* D. Last day of the pay period +1# Not relevant; tied to end date, not pay periods.

References:

Workday Pro Compensation - Plan End Dating Rules: Actual End Date +1 day removes the plan.

## NEW QUESTION # 38

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