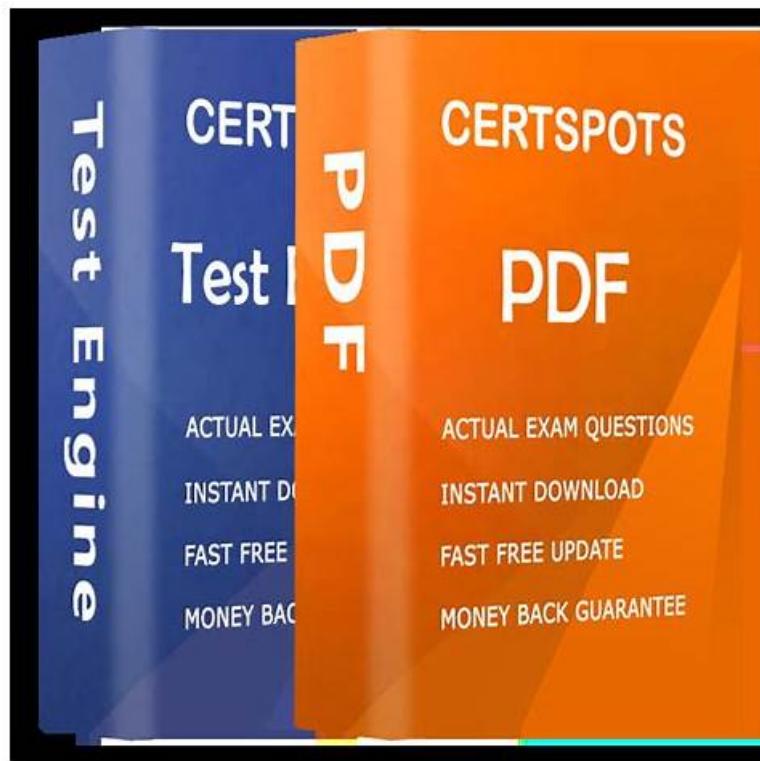# Download Free Updated Prep4King Workday Workday-Pro-Compensation Exam Questions after Paying Affordable Charges

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WorkdayProCompensationExam Sample Questions (Q20-Q25):

NEW QUESTION # 20

You want to display only relevant compensation plan sections during the Propose Compensation Change step of the Change Job business process, either for an internal job change or an internal hire.

What setting will enable Workday to determine the relevant plan sections to display based on worker eligibility and the security permissions for the user performing the compensation change?

- A. Enable Eligibility Rule Performance Enhancement for Compensation Plan Profiles
- B. Enable Dynamic Display for Compensation Plan Sections
- C. Enable Compensation Setup Segment Security
- D. Hide Total Salary & Allowances

Answer: B

Explanation:
* TheDynamic Displayoption controls whether Workday shows onlyrelevant compensation plan sectionsduring transactions likePropose Compensation Change.
* It evaluates:
* Worker eligibility rules(which plans apply).
* User security permissions(what the initiator can see).
* This ensures users only see compensation sections relevant to their context, reducing clutter and errors.
Why not the others?
* A. Segment security# Controls data security, not dynamic display.
* C. Hide Total Salary & Allowances# Hides totals, doesn't manage section visibility.
* D. Eligibility Rule Performance Enhancement# Improves performance, not visibility.
References:
Workday Pro Compensation - Dynamic Display Settings:Ensures streamlined Propose Compensation Change process.

NEW QUESTION # 21

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

Answer: A

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 # 22

How do you configure a salary plan to prorate an employee's scheduled hours?

- A. Eligibility Rules
- B. Apply FTE%
- C. Exclude from Merit
- D. Compensation Element

Answer: B

Explanation:
When configuring asalary plan, you can choose whether the plan amount should automatically adjust for part- time employees based onFTE% (Full-Time Equivalent percentage).
* Apply FTE%ensures that the salary plan prorates according to scheduled hours vs. full-time hours.
* Example: If an employee works 50% FTE, a $60,000 annual salary plan will automatically adjust to $30,000.
Why not the others?
* B. Compensation Element- Elements link plans to payroll but do not control proration.
* C. Eligibility Rules- Define who is eligible, not how amounts are prorated.
* D. Exclude from Merit- Used in merit review processes, unrelated to proration.
References:
Workday Pro Compensation Training:Salary plans have a checkbox "Apply FTE%" to prorate salaries based on work schedule.
Workday Community - Salary Plan Configuration:Confirms FTE% is the method for automatic proration.

NEW QUESTION # 23
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. Use the Remove Compensation Plan process and rollout the new plan to all eligible workers.
- B. Change the allowance plan amounts and rollout the plan to all eligible workers.
- C. Use the Set Up Allowance Plan Adjustment task and select Adjust by Same Amounts for Employees Using Override.
- D. Use the Set Up Allowance Plan Adjustment task and select Adjust to New Defaults for Employees Using Override.

Answer: C

Explanation:
* The business requirement: Raise the defaultmobile allowance from $150 # $200, butkeep employees with override amounts at their current difference.
* UsingSet Up Allowance Plan Adjustmentwith the optionAdjust by Same Amounts for Employees Using Overrideensures 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 # 24
Airplane pilots receive a base salary as compensation. They also receive compensation based on the number of kilometers flown. The more they fly, the more they get paid. You need to create a plan to show estimated wages based on kilometers flown to include in an offer letter. What type of plan should you create?

- A. Unit-based allowance plan
- B. One-time payment plan
- C. Unit salary plan
- D. Period salary plan

Answer: C

Explanation:
* AUnit Salary Planpays based onunits worked(e.g., miles, credits, or kilometers).
* In this case, pilots earn extra based onkilometers flown, makingunit salary planthe correct choice.
* It also supportsestimation of wagesfor offer letters since you can project based on expected units.
Why not the others?

* A. Unit-based allowance plan# Allowances are flat recurring payments, not tied to actual units worked.
* B. One-time payment# Used for bonuses or ad hoc payments, not recurring per-unit pay.
* D. Period salary plan# Handles additional pay periods, not per-unit payments.
References:
Workday Compensation Plans Training:Unit salary plans are designed for recurring, unit-driven pay like teaching credits or mileage.
Workday Community - Unit Salary Plans.

NEW QUESTION # 25

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