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Workday Pro HCM Core Certification Exam Sample Questions (Q89-Q94):

NEW QUESTION # 89

An employee is transferring from one supervisory organization to another and is subject to a compensation change. What compensation business process will the Change Job transaction trigger?

- A. Propose Compensation Change
- B. Propose Compensation Hire
- C. Request Compensation Change
- D. Propose Compensation Offer

Answer: A

Explanation:

When a Change Job event includes a compensation impact, Workday triggers the Propose Compensation Change subprocess. This subprocess allows users to review and update compensation plans, amounts, and guidelines as part of the job change.

Request Compensation Change is a standalone process used when compensation changes occur without a job change. Propose Compensation Offer and Propose Compensation Hire are tied to recruiting and hiring events, not internal transfers. The Propose Compensation Change process ensures that compensation updates are evaluated with proper eligibility rules, guidelines, approvals, and audit tracking within the context of the job change. Therefore, option D is the correct answer.

NEW QUESTION # 90

You edited a business process security policy to grant access to initiate a business process event. Without further action, what is the status of the business process security policy changes?

- A. Your changes are saved, but not in effect.
- B. You receive a critical error that your changes are not in effect.
- C. Workday activates the changes automatically.
- D. Workday creates a new Security Evaluation Moment.

Answer: A

Explanation:

In Workday HCM, changes made to security policies, including business process security policies, follow a two-step lifecycle: save and activate. When you edit a business process security policy—such as granting a security group permission to initiate a business process event—those changes are initially saved only. At this stage, the changes exist in the tenant but are not yet active or enforced. Workday requires administrators to explicitly run the Activate Pending Security Policy Changes task to make any saved security updates effective. This design ensures controlled deployment of security changes and allows administrators to review, bundle, and activate multiple security updates at once. Until activation occurs, users will not experience any change in access or behavior. Option B is incorrect because Workday does not automatically activate security policy changes. Option A is incorrect because saving a security policy does not generate an error; it simply leaves the changes inactive. Option D is incorrect because Security Evaluation Moments are system-defined events used by Workday to re-evaluate security, but they are not created automatically as a result of editing a policy. From a Workday Pro HCM best-practice standpoint, administrators should always validate security updates by confirming that pending changes are activated and tested. Failing to activate pending changes is a common reason why expected access updates do not take effect. Therefore, without further action, the correct and Workday-verified status is that your changes are saved, but not in effect until they are activated.

NEW QUESTION # 91

A customer has several one-time payment plans in their tenant. They want to ensure that during a payment event, only a single one-time payment can be submitted. How should this be configured?

- A. Use a rule-based business process definition
- B. Configure segment security for the One-Time Payment domain
- C. Do not enable Multiple One-Time Payments in Edit Tenant Setup - HCM > Compensation
- D. Enable Multiple One-Time Payments in Edit Tenant Setup - HCM > Compensation

Answer: C

Explanation:

By default, Workday allows only one one-time payment per event when the Enable Multiple One-Time Payments tenant setting is not enabled. This behavior ensures strict control over one-time payment submissions and prevents multiple payments from being entered within the same transaction. The Enable Multiple One-Time Payments setting in Edit Tenant Setup - HCM > Compensation explicitly removes this restriction and allows users to submit multiple one-time payments with the same reason and effective date. Since the business requirement is to limit submissions to a single payment, this setting must remain disabled. Security configuration and business process rules do not control the number of one-time payment rows allowed in an event. They only manage access and approval flow. Therefore, to enforce a single one-time payment per event, administrators must not enable the Multiple One-Time Payments setting, making option B correct.

NEW QUESTION # 92

A mobile allowance plan has a target amount of \$150 per month. The new target amount will be \$200 per month for employees using the plan.

Employees who currently have an override amount should retain their existing difference.

How will you update the plan target while maintaining current differences?

- A. Change the allowance plan amount and roll out the plan to all eligible workers.
- B. Use the Set Up Allowance Plan Adjustment task and select Adjust to New Defaults for Employees Using Override.
- C. Use the Remove Compensation Plan process and roll out the new plan to all eligible workers.
- **D. Use the Set Up Allowance Plan Adjustment task and select Adjust by Same Amounts for Employees Using Override.**

Answer: D

Explanation:

In Workday, when updating allowance plan target amounts, administrators must carefully manage how the change impacts employees who are assigned override amounts. Overrides represent intentional deviations from the plan default, and preserving those differences is often a business requirement.

The Set Up Allowance Plan Adjustment task provides specific options for handling overrides. The option Adjust by Same Amounts for Employees Using Override increases each employee's allowance by the same delta as the change to the plan default. In this scenario, the default increases from \$150 to \$200, a difference of \$50. Employees with override amounts will also receive a \$50 increase, thereby preserving their original variance from the default.

Selecting Adjust to New Defaults would eliminate the override difference by resetting employees to the new default amount, which contradicts the requirement. Removing or re-rolling out the plan introduces unnecessary disruption and risk.

Therefore, the correct approach is to use the Set Up Allowance Plan Adjustment task and select Adjust by Same Amounts for Employees Using Override, making option D correct.

NEW QUESTION # 93

You need to prevent Contingent Workers from accessing the Pay App (Delivered Worklet) on their Home landing page. How do you accomplish this?

- A. Remove the security group from the business process security policy.
- B. Add the security group to the business process security policy.
- C. Add the security group to the domain security policy.
- **D. Remove the security group from the domain security policy.**

Answer: D

Explanation:

To prevent Contingent Workers from accessing the Pay app (worklet), the correct action is to remove their associated security group from the domain security policy that governs access to the pay-related data.

Workday uses domain security policies to control access to data and reports, including worklets on the home page. The Pay worklet is driven by access to certain domains such as "View Payslip," "View Pay Results," and "Worker Pay." If Contingent Workers are part of a security group (e.g., Contingent Worker View Only) that is granted access to these domains, they will see the Pay worklet. By removing this group from the domain policy, you revoke their access to the data and thus remove the visibility of the worklet itself. Workday Pro HCM - Core Security Fundamentals, "Domain Security Policies and Worklet Access" section.

NEW QUESTION # 94

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