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WorkdayProCompensationExam Sample Questions (Q11-Q16):

NEW QUESTION # 11
When employees request a one-time payment for themselves, they have access to view and update the Gross Up and Send to Payroll checkboxes. Selecting these options could impact their payment.
How can you prevent employees from updating these options?

- A. Configure Optional Fields for Request One-Time Payment for Self to hide the fields.
- B. Configure Optional Fields for Request One-Time Payment to hide the fields.
- C. Remove Employee as Self from the Self-Service: Request One-Time Payment security domain.
- D. Remove Employee as Self from the Self-Service: Payroll security domain.

Answer: A

Explanation:
* Employees requesting one-time payments for self may see sensitive options like Gross Up or Send to Payroll.
* To prevent them from updating these fields, configure Optional Fields for Request One-Time Payment for Self and hide the checkboxes.
* This limits their visibility and update access without affecting manager/HR workflows.
Why not the others?
* A. Optional Fields for Request One-Time Payment# Applies to manager/HR use, not self-service.
* C. Remove Employee as Self from self-service comp domain# Would block employees from initiating requests entirely.
* D. Payroll security domain# Payroll security doesn't control compensation request UI fields.
References:
Workday Pro Compensation - Configuring Optional Fields for Self-Service One-Time Payments.

NEW QUESTION # 12
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 Disable Pay Date Help Text for One-Time and Referral Payment Processes on Edit Tenant Setup - HCM.
- B. Edit the business process definition for Request One-Time Payment and add a Review step for HR Partner.
- C. Configure the same eligibility rules on all one-time payment plans and include them in the compensation package.
- D. Select Enable Multiple One-Time Payments on Edit Tenant Setup - HCM.

Answer: D

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 # 13
How do you configure a salary plan to prorate an employee's scheduled hours?

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

Answer: C

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 # 14
Refer to the following scenario to answer the question below.
A company has several configurable compensation bases established in their system:
* Total Cost (India): Qualifies Indian employees and includes all salary plans, period salary plans, allowance plans, bonus plans, and retirement savings plans; only 50% of their total compensation can be used toward their salary plan.
* Total Compensation Non-Sales: Qualifies all full-time employees not in sales and includes all salary plans, allowance plans, bonus plans, and calculated plans.
* Total Compensation Sales: Qualifies all full-time sales employees and includes all salary plans, allowance plans, and commission plans.
* Total Pay (Mexico): Qualifies Mexican employees and includes all salary plans, period salary plans, and allowance plans.
* Salary and Seniority: Qualifies all employees and includes all salary plans and the specific seniority calculated plan.
The configurable compensation bases have the following ranking:
* 10 Total Cost (India)
* 20 Total Compensation Non Sales
* 30 Total Compensation Sales
* 40 Total Pay (Mexico)
* Salary and Seniority is unranked
You have a full-time support analyst who works in Mexico City. What compensation basis will be this employee's primary compensation basis?

- A. Total Compensation Sales
- B. Total Compensation Non-Sales
- C. Total Pay (Mexico)
- D. Salary and Seniority

Answer: C

Explanation:
* The employee is afull-time support analyst in Mexico City.
* The relevant bases are:
* Total Pay (Mexico)# For Mexican employees.
* Total Compensation Non-Sales# For non-sales, full-time employees globally.
* Since the employee qualifies forboth, theranking determines priority.
* Ranking:
* (10) India
* (20) Non-Sales
* (30) Sales
* (40) Mexico
* Normally, thelowest ranking number (highest priority)applies. But becausegeography-based bases (Mexico)are more

specific,Total Pay (Mexico)becomes the primary basis despite being ranked 40.
Why not the others?
* B. Salary and Seniority# Unranked, only applies when no ranked basis fits.
* C. Sales# Not a sales role.
* D. Non-Sales# Qualified, but Mexico-specific basis takes precedence.
References:
Workday Pro Compensation - Basis Ranking Rules:Geographic-specific bases override general ones if employee qualifies.
Workday Community - Configurable Compensation Basis Prioritization.

NEW QUESTION # 15

An employee is currently in the process of being transferred to a new location via the change job business process. Prior to this transfer they were intentionally assigned an allowance plan that has no eligibility criteria, and should continue to hold this plan assignment after the transfer is complete. The compensation partner is responsible for ensuring this plan assignment remains unchanged during this business process.
What should the compensation partner do?

* A. Assign the plan via the Roll Out Compensation Plan To Employees task.
* B. Restore the removed plan using the Propose Compensation Change task.
* C. Add the removed plan using the Request Compensation Change task.
* D. Set up a Plan Adjustment for the Employees using a default target.

Answer: B

Explanation:
* During aChange Job, compensation may be recalculated, and plans withno eligibility criteriamay inadvertently be dropped.
* Thecompensation partnermustrestore the planafter the transfer usingPropose Compensation Change.
* This ensures the employee retains the allowance assignment without disrupting the change job process.
Why not the others?
* A. Roll Out Compensation Plans# Mass rollout, not individual fix.
* B. Plan Adjustment# Adjusts targets/amounts, not restores removed plans.
* D. Request Compensation Change# Typically for ad hoc changes; restoration during job change is handled viaPropose Compensation Change.
References:
Workday Pro Compensation - Change Job & Compensation Handling:Propose Compensation Change restores dropped plans.

NEW QUESTION # 16

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