

Workday-Pro-Compensation Latest Exam Duration & Interactive Workday-Pro-Compensation Testing Engine



Workday Pro HCM Core Exam Guide

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This study guide is designed to help you prepare for the Workday Pro exam. This guide provides general testing information and outlines the specific topics covered in each segment of the exam.

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WorkdayProCompensationExam Sample Questions (Q44-Q49):

NEW QUESTION # 44

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

Answer: B

Explanation:

- * A Unit Salary Plan pays based on units worked (e.g., miles, credits, or kilometers).
- * In this case, pilots earn extra based on kilometers flown, making unit salary plan the correct choice.
- * It also supports estimation of wages for 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 # 45

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 Compensation Change**
- C. Transfer, Promote or Change Job
- D. Request Grade Change

Answer: B

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 # 46

When using the Set Up Allowance Plan Adjustment task to update an allowance plan amount, you must ensure employees Managed by Basis Total (MBT) will have no change to their primary compensation basis after their allowance plan amount is updated and instead will reallocate all other compensation in the MBT calculation.

How can you ensure this happens?

- A. Clear the Retain Basis Total checkbox on the employee's primary compensation basis.
- **B. Select Retain Basis Total for MBT Employees on the Set Up Allowance Plan Adjustment task.**

- C. Clear the Manage Basis Total checkbox on the employee's primary compensation basis.
- D. Select Adjust to New Defaults on the Set Up Allowance Plan Adjustment task.

Answer: B

Explanation:

* Employees managed by Manage Basis Total (MBT) require their primary compensation basis total to remain unchanged when allowance plan adjustments are made.

* By selecting Retain Basis Total for MBT Employees, Workday keeps the overall basis constant and reallocates other plans in the MBT calculation instead of increasing the total.

Why not the others?

- * A. Clear MBT checkbox# Would remove MBT management completely.
- * C. Clear Retain Basis Total# Opposite of required behavior.
- * D. Adjust to New Defaults# Updates values, but doesn't enforce retention of MBT total.

References:

Workday Pro Compensation - MBT Handling in Allowance Adjustments.

Workday Community - Retain Basis Total Option.

NEW QUESTION # 47

What report allows you to view each worker's compensation details including total base pay, compensation package, and compa-ratio, for one or more organizations that you manage or support, and optionally their subordinates?

- A. Total Rewards
- **B. Compensation Spreadsheet**
- C. Employee Compensation Details by Job Profile
- D. Employee Compensation Audit

Answer: B

Explanation:

* The Compensation Spreadsheet report provides a detailed view of:

* Worker's total base pay.

* Assigned compensation package.

* Compa-ratio (position in range).

* Can be scoped by organizations and includes subordinates if required.

Why not the others?

- * A. Total Rewards# Worker-facing summary report, not detailed comp admin view.
- * B. Employee Compensation Details by Job Profile# Focused on jobs, not individual worker comp breakdown.
- * D. Employee Compensation Audit# Audit mismatches, not full comp detail.

References:

Workday Pro Compensation - Reports Overview: Compensation Spreadsheet = detailed comp report by org.

NEW QUESTION # 48

You need to create a car allowance plan. In order for your compensation plan to be paid by payroll, you determine you need to create a compensation element. What task do you use to set up the compensation element?

- A. Edit Tenant Setup HCM
- B. Map Compensation Elements to Payroll Earnings
- C. Maintain Compensation Element Groups
- **D. Maintain Compensation Elements**

Answer: D

Explanation:

When setting up a car allowance plan (or any allowance/compensation plan in Workday), you must ensure that it is tied to payroll through the correct compensation element.

Here's the breakdown of the options:

- * Maintain Compensation Elements#
- * This task is where you create, configure, and manage compensation elements.

- * Every compensation plan (like salary, allowance, bonus) must be associated with a compensation element, which then links to payroll earnings for processing.
- * For a car allowance, you would create a new compensation element (type = allowance) so that payroll can recognize and pay it.
- * Maintain Compensation Element Groups
 - * This is used to group multiple compensation elements together for easier administration, reporting, or eligibility rules.
 - * It does not create the element itself, so it's not the right task here.
- * Map Compensation Elements to Payroll Earnings
 - * This step is necessary after the element exists, to map the element to the correct payroll earning code (so payroll knows how to pay it).
 - * However, you can't map something that hasn't been created yet.
- * Edit Tenant Setup HCM
 - * This is a higher-level tenant configuration task for broad HCM settings (security, defaults, integrations, etc.).
 - * It is not used for creating compensation elements.

#The correct first step to create a car allowance compensation plan that can be processed by payroll is to use the task Maintain Compensation Elements.

References (Workday Pro Compensation knowledge & training):

- * Workday Pro Compensation Training: Compensation elements are the foundation for linking plans to payroll. The "Maintain Compensation Elements" task is where new elements are created.
- * Workday Community - Compensation Element Setup Guide: Clarifies the difference between creating (Maintain Compensation Elements), grouping (Maintain Compensation Element Groups), and mapping (Map Compensation Elements to Payroll Earnings).
- * Workday Payroll & Compensation Integration Documentation: Requires elements to be defined before they can be mapped to earnings.

NEW QUESTION # 49

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