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Workday Pro HCM Core Exam Guide

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WorkdayProCompensationExam Sample Questions (Q44-Q49):

NEW QUESTION # 44

A customer requires an additional month to be paid as per the country's legislative requirements. How do you configure this?

- A. Create a one-time payment plan.
- B. Create an amount-based allowance plan with plan profiles for each month.
- **C. Create a period salary plan with a multiplier of one month.**
- D. Create a percent-based merit plan.

Answer: C

Explanation:

- * Some countries (e.g., Italy, Spain) legally require employees to be paid 13 or 14 times per year.
- * Workday supports this by using a Period Salary Plan with a multiplier, which allows additional months, weeks, or days of pay.
- * In this case, to meet the legislation for an extra month, configure the period salary plan with a 1-month multiplier.

Why not the others?

- * A. Amount-based allowance plan# Allowances are supplemental, not designed for legislated base salary multipliers.
- * B. Percent-based merit plan# Merit is performance-based, not a legislative requirement.
- * C. One-time payment plan# One-time payments are ad hoc, not recurring annual extra months.

References:

Workday Pro Compensation - Period Salary Plans: Used for countries with 13th/14th month pay requirements.

Workday Community - Regional Compensation Setup Guides.

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. Transfer, Promote or Change Job
- B. Request One-Time Payment
- C. Request Grade Change
- **D. Request Compensation Change**

Answer: D

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

A compensation partner runs the Employee Compensation Step Progression Audit report and notices seven employees listed on the report.

What should you do?

- A. Use the Schedule Automatic Step Progression task to move eligible employees to the next step.
- B. Use the Set Up Grade Job Profile Adjustment task to update the grade assigned to the employees on the report.
- C. Use the Maintain Compensation Steps task and add a progression rule to the steps.
- D. Use the Change Job business process to move the employees on the report to a new compensation grade and step.

Answer: A

Explanation:

* progressionbut haven't yet been moved to the next step.

* The corrective action is to runSchedule Automatic Step Progression, which processes all eligible employees and updates their step automatically.

Why not the others?

* B. Maintain Compensation Steps + progression rule# Only needed if rules are missing. If employees appear, rules already exist.

* C. Change Job# Not required; step progression is automated.

* D. Set Up Grade Job Profile Adjustment# Used for grade changes, not step progression.

References:

Workday Pro Compensation - Step Progression Process:Audit report + Schedule Automatic Step Progression ensures progression is applied.

NEW QUESTION # 47

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. Restore the removed plan using the Propose Compensation Change task.
- B. Assign the plan via the Roll Out Compensation Plan To Employees 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: A

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 # 48

An employee is eligible for these compensation bases:

- * International Compensation (ranking 2)
- * Management Compensation (ranking 1)
- * Sales Compensation (ranking 3)

What compensation basis will display as the employee's primary compensation basis?

- A. International Compensation
- B. Total Base Pay
- **C. Management Compensation**
- D. Sales Compensation

Answer: C

Explanation:

* When multiple compensation bases apply to an employee, Workday selects the primary basis based on ranking (lowest number = highest priority).

* Rankings here:

* Management = 1

* International = 2

* Sales = 3

* Therefore, Management Compensation is the primary basis.

Why not the others?

* B. Sales Compensation# Ranked lowest (3).

* C. International Compensation# Ranked 2, lower than Management.

* D. Total Base Pay# Not listed among eligible ranked bases here.

References:

Workday Pro Compensation - Configurable Compensation Bases: Ranking determines primary basis (lowest rank wins).

NEW QUESTION # 49

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