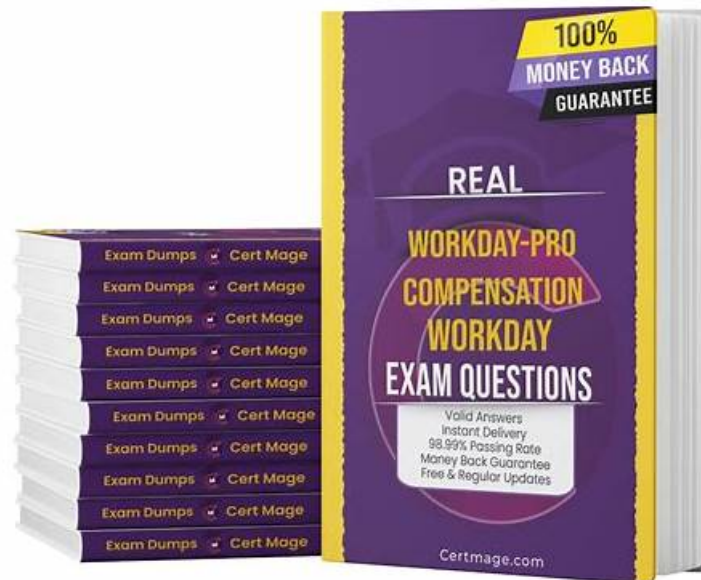


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WorkdayProCompensationExam Sample Questions (Q28-Q33):

NEW QUESTION # 28

Your company would like to automatically increase pay after 12 months of employment, but only after 400 hours worked. What configuration will achieve this on compensation steps?

- **A. Set a duration of 12 months and a step progression rule that counts the number of hours worked.**
- B. Set a duration of 12 months.
- C. Set a progression rule that counts the number of hours worked.
- D. Select the "Assign first step during compensation proposal" checkbox and set a progression rule that counts 12 months.

Answer: A

Explanation:

In Workday Compensation, step progression is controlled through a combination of duration (time-based eligibility) and progression rules (additional conditions, like hours worked or performance).

Here's how the scenario breaks down:

* Requirement 1 - 12 months of employment

* Workday supports step duration, where you can specify that an employee must remain at a step for a defined period before being eligible for the next step.

* Setting a duration of 12 months ensures that the employee only becomes eligible for a step increase after completing a year in the role.

* Requirement 2 - 400 hours worked

* Workday allows you to configure step progression rules that evaluate conditions beyond time, such as hours worked, performance ratings, or other calculated fields tied to the worker.

* A progression rule counting the number of hours worked ensures that the pay increase is not triggered until the employee meets the required 400 hours.

* Why not the other options?

* A. Assign first step during compensation proposal + 12 months rule- This would only apply the first step, but it doesn't enforce the "400 hours worked" requirement.

* B. Hours worked only- This ignores the requirement of 12 months of employment.

* C. Duration of 12 months only- This ignores the requirement of 400 hours worked.

Thus, only D (duration + step progression rule) satisfies both conditions simultaneously.

References (from Workday Pro Compensation knowledge & learning resources):

* Workday Compensation - Step Progression Configuration: Duration enforces time-in-step, while progression rules allow conditions such as hours worked or performance-based eligibility.

* Workday Pro Training Materials (Compensation module): Step increase rules require combining duration with eligibility/progression conditions for multi-criteria automation.

* Workday Community - Compensation Step Progression Guide: Confirms that when multiple criteria must be met (e.g., tenure and hours worked), they must be configured in both the duration setting and the progression rule logic.

NEW QUESTION # 29

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

Answer: B

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 # 30

You need to identify employees assigned to bonus plans for which they are not eligible. What report will you use?

- **A. Employee Compensation Audit**
- B. Compensation Spreadsheet
- C. View Rollout Compensation Plan Rollout Process
- D. Employees Assigned Multiple Bonus Plans

Answer: A

Explanation:

- * The Employee Compensation Audit report identifies mismatches, such as employees: Assigned to comp plans for which they are not eligible.
- * Missing comp plans they should have.
- * It is the standard audit tool for verifying eligibility alignment with assigned compensation.

Why not the others?

- * B. Rollout Process report# Tracks rollout actions, not eligibility mismatches.
- * C. Employees Assigned Multiple Bonus Plans# Only checks duplicate plan assignments.
- * D. Compensation Spreadsheet# Used for review/updates, not eligibility audits.

References:

Workday Pro Compensation - Audit Reports: Employee Compensation Audit identifies eligibility issues.
#Final Verified answer: A. Employee Compensation Audit.

NEW QUESTION # 31

Refer to the following scenario to answer the question below.

An employee who works in Mexico City has a grade profile assigned to them with the following setup:

- * Grade: 7
- * Base Pay Elements: Base Pay, 13th Month
- * Eligibility Rules: Location - Mexico City
- * Currency: MXN
- * Frequency: Annual
- Total Base Pay
 - * Minimum: 700,000 MXN (40,961 USD)
 - * Maximum: 1,800,000 MXN (105,328 USD)
 - * Midpoint: 1,250,000 MXN (73,145 USD)

You need to include a family allowance in Mexico employees' total base pay. How will you achieve this?

- **A. Update the Base Pay Elements field on the Mexico grade profiles to include the family allowance compensation element.**
- B. Use the Put Eligible Earnings Override EIB to include the family allowance amount.
- C. Create a compensation element group with the family allowance. The compensation element group is not assigned to the grade, but is used for reporting purposes.
- D. Create a custom compensation basis for Mexico employees and include all salary plans, period salary plans, and the family allowance plan.

Answer: A

Explanation:

- * Base Pay Elementson a grade profile determine which compensation plans/elements are included inTotal Base Pay.
- * In this scenario, Mexico employees already haveBase Pay + 13th Monthincluded. To ensureFamily Allowanceis also counted as part of total base pay, you mustadd the family allowance elementdirectly in theBase Pay Elements fieldof the Mexico grade profile.
- * This way, when Workday calculates total base pay, it aggregates all specified components.

Why not the others?

- * B. Create custom compensation basis# Useful for reporting/eligibility but not tied to grade profile definitions of total base pay.
- * C. Put Eligible Earnings Override EIB# This is a data load tool, not a configuration solution.
- * D. Compensation element group# Groups are for reporting or eligibility, but they don't define which plans contribute to total base

pay.

References:

Workday Pro Compensation - Compensation Grades Guide: Base Pay Elements define what counts toward total base pay.

Workday Community - Grade Profile Configuration: Adding allowance elements ensures they roll into base pay calculations.

#Final Verified answer: A. Update the Base Pay Elements field on the Mexico grade profiles to include

NEW QUESTION # 32

Where can you configure a guideline warning for a Compensation Package?

- A. On the segment range
- B. On the compa-ratio
- C. On the primary compensation basis pay range
- D. On the position in range

Answer: C

Explanation:

* Guideline warnings in Workday Compensation are configured at the primary compensation basis pay range level.

* These warnings alert HR/Managers if an entered amount is outside the allowed range or guideline thresholds (e.g., 90%-110% of midpoint).

* They act as soft controls for ensuring compliance with comp policy.

Why not the others?

* A. Position in range# This is a calculation, not a configuration point.

* B. Compa-ratio# A metric comparing pay to midpoint; doesn't hold guideline warnings.

* D. Segment range# Related to segment-based ranges in variable comp, not base pay packages.

References:

Workday Pro Compensation - Compensation Basis & Pay Range Setup: Guideline warnings configured at compensation basis.

Workday Community - Pay Range Guidelines Configuration.

NEW QUESTION # 33

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