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WorkdayProCompensationExam Sample Questions (Q24-Q29):

NEW QUESTION # 24

A recruiter is proposing compensation for a candidate during the offer stage. The recruiter would like to change the value of the home internet allowance from \$50 AUD to \$100 AUD, but they are unable to.

Why is the recruiter unable to change the amount?

- A. The allowance plan is not included in the compensation package.
- B. The candidate is not eligible for a plan profile.
- **C. The allowance plan has the No Override checkbox selected.**
- D. The candidate is eligible for more than one compensation package.

Answer: C

Explanation:

* If the recruiter cannot change the allowance amount (e.g., from \$50 AUD to \$100 AUD), the most likely reason is that the allowance plan is configured with No Override selected.

* No Override prevents users from modifying the default plan amounts during transactions.

Why not the others?

- * A. Plan not in package# If missing, it wouldn't appear at all, not appear but be locked.
- * B. Eligible for more than one package# Doesn't prevent changing amounts.
- * C. Not eligible for profile# Would prevent plan assignment, not lock override fields.

References:

Workday Pro Compensation - Allowance Plan Configuration: No Override restricts modifications to plan amounts.

NEW QUESTION # 25

Refer to the following scenario to answer the question below.

A company with salaried and hourly employees has headquarters in London with additional offices in New York and Milan. How do you configure pay ranges for the Software Engineer job profile in each location?

- A. Create one compensation grade with multiple eligibility rules.
- B. Create three compensation grades and attach them to three job profiles.
- **C. Create one compensation grade with profiles for each location and attach it to the job profile.**
- D. Create one compensation grade for each location and attach it to the job profile.

Answer: C

Explanation:

* Compensation grades define pay ranges, and grade profiles allow variation by location, job family, or other attributes.

* In this case, the Software Engineer role exists in London, New York, and Milan, so the best practice is to:

* Create one compensation grade (Software Engineer).

* Add grade profiles for each location, each with its own pay range.

* Attach the grade (with all profiles) to the job profile.

Why not the others?

* A. One grade per location# Duplicates maintenance effort; profiles exist for this purpose.

* B. Three grades tied to three job profiles# Unnecessary; job profile is the same role globally.

* D. One grade with eligibility rules# Eligibility determines who qualifies, not pay ranges per location.

References:

Workday Pro Compensation - Compensation Grades & Profiles Guide: Profiles allow different pay ranges for same grade across locations.

Workday Community - Global Grade Profiles Best Practice.

NEW QUESTION # 26

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 to hide the fields.
- **B. Configure Optional Fields for Request One-Time Payment for Self 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: B

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 # 27

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

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

Answer: B

Explanation:

When configuring a salary plan, you can choose whether the plan amount should automatically adjust for part-time employees based on FTE% (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 # 28

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

Answer: B

Explanation:

- * progression but 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 # 29

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