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WorkdayProCompensationExam Sample Questions (Q44-Q49):

NEW QUESTION # 44

Refer to the following scenario to answer the question below.

An allowance plan has a default value of \$100 USD. The plan has three profiles:

- * \$110 CAD - all Toronto employees are eligible
- * €80 EUR - all Paris employees are eligible
- * \$120 AUD - all Sydney employees are eligible

When you hire an employee in Dublin, Ireland, what amount does Workday default?

- A. \$0 USD
- B. €0 EUR
- C. €80 EUR
- **D. \$100 USD**

Answer: D

Explanation:

- * The allowance plan has a default = \$100 USD, plus profiles for Toronto, Paris, Sydney.
- * Dublin (Ireland) does not have a profile yet, so Workday defaults to the plan default value.
- * Since the default is \$100 USD, that is the value assigned at hire.

Why not the others?

- * A. €0 EUR# No such rule; Workday always uses defaults when profiles are missing.
- * C. €80 EUR# That's Paris profile, not Dublin.
- * D. \$0 USD# Incorrect because the plan default is not zero but \$100.

References:

Workday Pro Compensation - Allowance Plan Defaults vs Profiles: If no profile exists for location, the default value applies.

Workday Community - Compensation Plan Defaulting Rules.

NEW QUESTION # 45

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

Answer: D

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 # 46

You added a signing bonus during the Offer event, but the signing bonus did not carry forward into the Hire event.

What is missing from your configuration?

- A. You must include the Signing Bonus one-time payment in the Compensation Package.
- **B. You must add Request One-Time Payment as a subprocess of the Hire business process.**
- C. The Request One-Time Payment business process needs to include an approval step.
- D. The Request One-Time business process security policy must include the Initiator for the Review action.

Answer: B

Explanation:

- * In Workday, one-time payments (like signing bonuses) must flow from Offer # Hire to remain consistent.
- * If the signing bonus added during Offer doesn't carry into Hire, it means the Hire business process is missing the Request One-Time Payment subprocess.
- * Adding it ensures that any one-time payments from the offer are automatically included in the hire event.

Why not the others?

- * A. Include in package# Package inclusion allows proposal but doesn't ensure carry-forward into Hire.
- * B. Add approval step# Workflow step won't fix missing subprocess link.
- * D. Update security policy# Security won't solve missing subprocess configuration.

References:

Workday Pro Compensation - Offer & Hire Integration: One-time payments carry into hire only if Request One-Time Payment is a subprocess.

NEW QUESTION # 47

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

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

Answer: D

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 # 48

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: Payroll security domain.
- D. Remove Employee as Self from the Self-Service: Request One-Time Payment 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 # 49

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