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WorkdayProCompensationExam Sample Questions (Q34-Q39):

NEW QUESTION # 34

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. Employees Assigned Multiple Bonus Plans
- C. View Rollout Compensation Plan Rollout Process
- D. Compensation Spreadsheet

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 # 35

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

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 # 36

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 # 37

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

Answer: B

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 # 38

What is the purpose of the compensation element?

- A. It ties compensation to benefit deductions.
- B. It ties compensation to the eligibility rules.
- C. It ties compensation to requisition compensation.
- **D. It ties compensation to payroll earnings.**

Answer: D

Explanation:

A compensation element in Workday is the foundational link between a compensation plan (e.g., salary, bonus, allowance) and payroll processing.

- * When you assign a compensation plan (like a car allowance, bonus, or salary plan), Workday requires a compensation element that directly maps to a payroll earning code.
- * This ensures that the pay component flows into payroll correctly, appears on pay slips, and is taxable / deductible as designed.

Why not the others?

- * B. Requisition compensation- Job requisitions use compensation packages for recruiting, but elements are not tied to requisitions.
- * C. Eligibility rules- Eligibility determines who can receive the plan, not the element itself.
- * D. Benefit deductions- Those are handled by benefit deduction elements, not compensation elements.

References:

Workday Pro Compensation Training: Compensation elements map compensation plans to payroll earnings.

Workday Community - Compensation Elements Overview: Confirms the purpose of elements is payroll integration, not eligibility or benefits.

NEW QUESTION # 39

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