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WorkdayProCompensationExam Sample Questions (Q40-Q45):

NEW QUESTION # 40

A salary plan uses an eligibility rule that evaluates if pay rate type is salaried. To minimize data discrepancies, what configuration do you complete next?

- A. Assign the salary plan to job profiles.
- B. Assign a pay rate type to job requisitions.
- C. Modify the eligibility rule to evaluate all job profiles.
- **D. Assign pay rate types to job profiles.**

Answer: D

Explanation:

* Since the eligibility rule evaluates pay rate type = salaried, you need to ensure every job profile has the correct pay rate type assigned.

* This prevents mismatches where employees may not qualify for the salary plan due to missing or inconsistent data.

Why not the others?

* A. Modify rule to evaluate all job profiles# Broadens scope incorrectly; doesn't ensure data integrity.

* C. Pay rate type on job requisitions# Impacts recruiting, not existing employee eligibility.

* D. Assign salary plan to job profiles# Comes after ensuring the pay rate type is consistently set.

References:

Workday Pro Compensation - Eligibility Rules & Job Profiles: Pay rate type must be assigned consistently at the job profile level.

Workday Community - Preventing Data Discrepancies in Eligibility.

NEW QUESTION # 41

What does the Gross Up checkbox on the one-time payment plan indicate?

- A. You want Workday to require a compensation partner to manually update the gross up amount when requesting a one-time payment.
- B. You want Workday to show the taxes to the user when requesting a one-time payment.
- C. You want Workday to apply taxes on the one-time payment.
- **D. You want Workday to automatically adjust the one-time payment so the employee receives the full amount after taxes.**

Answer: D

Explanation:

* Gross Up= Adjusting a payment so that after tax deductions, the employee takes home the intended net amount.

* Example: If you want an employee to net \$1,000, and taxes are 20%, Workday will calculate and issue

~\$1,250 gross so the employee keeps \$1,000 after taxes.

Why not the others?

* A. Show taxes to user# Not what Gross Up does.

* B. Manual update required# Gross up is automated, not manual.

* C. Apply taxes normally# Workday already applies taxes; gross up goes further by adjusting amounts.

References:

Workday Pro Compensation - One-Time Payment Plan Setup: Gross Up ensures net payment equals requested amount.

Workday Community - Gross Up Functionality.

NEW QUESTION # 42

What report can you use to view employees who get a compensation change at an earlier effective date than an existing compensation change with a subsequent date, including future effective dated changes?

- A. Compensation Changes
- B. Employee Compensation Audit
- C. Future Payment Audit
- **D. Out of Order Compensation Changes**

Answer: D

Explanation:

* Out of Order Compensation Changes Report identifies employees with compensation changes entered with earlier effective dates than existing future-dated changes.

* This prevents conflicts in comp history and ensures payroll/comp processing accuracy.

Why not the others?

* A. Employee Compensation Audit# Audits eligibility and assignment mismatches, not date conflicts.

* B. Future Payment Audit# Focuses on scheduled payments, not comp changes.

* D. Compensation Changes# General report, doesn't flag sequencing issues.

References:

Workday Pro Compensation - Compensation Change Reporting: Out of Order Compensation Changes is the dedicated report for effective date sequencing issues.

Workday Community - Troubleshooting Out of Sequence Changes.

NEW QUESTION # 43

Refer to the following scenario to answer the question below.

A company pays its employees a monthly allowance. Plan targets are dependent on plan profile eligibility rules. There are 100 different types of plan profiles, each with a specific target amount for the eligible population. Sample plan profile eligibility criteria include:

* Job Family = Human Resources \$50 USD

* Job Family = Sales \$70 USD

* Job Family and Country = Human Resources / Australia \$78 AUD

* Job Family and Country = Sales / Australia \$110 AUD

The HR administrator has made some changes to the Sales job family. The job family now contains the job profile Sales Analyst. When accessing the Employee Compensation Audit report, what column will highlight the allowance plan for the Sales Analyst?

- A. This plan won't appear on the report
- B. Assigned Ineligible Compensation Components
- C. Assigned Eligible Compensation Components
- **D. Unassigned Eligible Compensation Components**

Answer: D

Explanation:

* The Employee Compensation Audit Report highlights mismatches between eligibility rules and actual assignments.

* Since Sales Analyst is part of Sales job family but eligibility rules may not yet reflect this new job profile, the allowance plan appears under Unassigned Eligible Compensation Components# meaning the employee is eligible but has not yet been assigned the component.

Why not the others?

* A. Won't appear# It will appear, because Sales job family has a profile.

* B. Assigned Eligible Compensation Components# Only if already assigned.

* D. Assigned Ineligible Compensation Components# Not correct, because Sales Analyst job profile makes them eligible.

References:

Workday Pro Compensation - Audit Reporting: Explains difference between Assigned Eligible, Unassigned Eligible, and Assigned Ineligible.

Workday Community - Compensation Audit Report Usage.

NEW QUESTION # 44

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

Answer: A

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 # 45

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