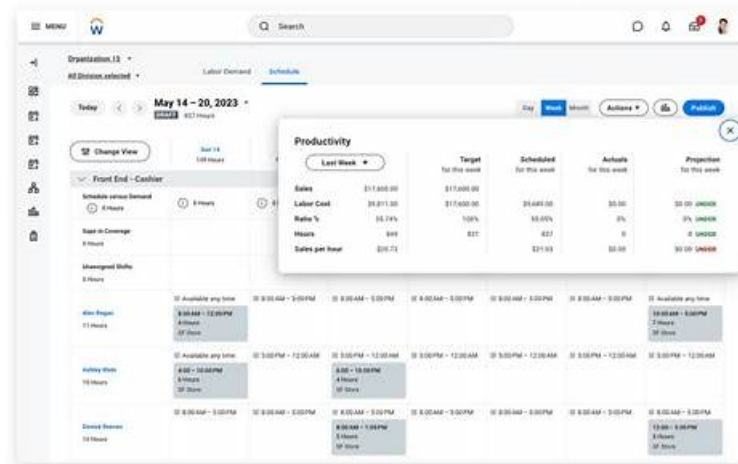


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WorkdayProCompensationExam Sample Questions (Q56-Q61):

NEW QUESTION # 56

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. 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.
- B. Use the Put Eligible Earnings Override EIB to include the family allowance amount.
- C. Create a custom compensation basis for Mexico employees and include all salary plans, period salary plans, and the family allowance plan.
- **D. Update the Base Pay Elements field on the Mexico grade profiles to include the family allowance compensation element.**

Answer: D

Explanation:

* Base Pay Elements on a grade profile determine which compensation plans/elements are included in Total Base Pay.

* In this scenario, Mexico employees already have Base Pay + 13th Month included. To ensure Family Allowance is also counted as part of total base pay, you must add the family allowance element directly in the Base Pay Elements field of 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 # 57

A company is in the process of introducing pay ranges for specific job profiles to ensure fair and competitive compensation, which are implemented as compensation grades in Workday. What role do compensation grades fulfill within the Workday compensation framework?

- A. To determine the employee's eligibility for overtime pay.
- B. To connect the salary amount to payroll earnings.
- **C. To provide guidance when entering pay rates during a transaction.**
- D. To calculate which compensation basis is used for reporting.

Answer: C

Explanation:

* Compensation grades in Workday define pay ranges (minimum, midpoint, maximum) for job profiles.

* Their purpose is guidance during compensation transactions (hire, promotion, merit increase, etc.), ensuring pay is competitive and consistent.

* They do not enforce payroll mapping or overtime eligibility directly but help managers and HR align salary offers to market ranges.

Why not the others?

* B. Connect salary to payroll# That is done by compensation elements, not grades.

* C. Overtime eligibility# Determined by work hours & worker type, not grades.

* D. Compensation basis for reporting# Controlled by comp basis setup, not grades.

References:

Workday Pro Compensation Training - Compensation Grades: Defines grades as "guidelines for pay ranges used during compensation transactions." Workday Community - Compensation Grades Overview.

NEW QUESTION # 58

While creating an offer, you realize that default compensation configured on the job requisition is defaulting on the offer. The location is changing, which may impact the candidate's eligibility to certain compensation elements.

How can you ensure that Workday runs eligibility rules during the Offer business process even when default compensation exists on the job requisition?

- A. Edit the Offer business process security policy.
- B. Select the Enable Defaulting Based on Changes to Guidelines setting in Edit Tenant Setup - HCM.
- **C. Select the Run Eligibility Rules when there is Requisition Compensation setting in Edit Tenant Setup - HCM.**
- D. Select the Enable Eligibility Rule Performance Enhancement for Compensation Plan Profiles setting in Edit Tenant Setup - HCM.

Answer: C

Explanation:

- * By default, if compensation defaults from the requisition, Workday may skip eligibility re-checks.
- * To ensure eligibility rules are always executed during the Offer process (especially if location, job family, or country changes), enable:
- * Run Eligibility Rules when there is Requisition Compensation in Edit Tenant Setup - HCM.

Why not the others?

- * B. Enable Defaulting Based on Guidelines# Controls guideline defaults, not eligibility evaluation.
- * C. Edit Offer business process security# Security won't trigger eligibility rules.
- * D. Enable Eligibility Rule Performance Enhancement# Improves performance but doesn't force rule execution.

References:

Workday Pro Compensation - Tenant Setup Options: Run Eligibility Rules ensures recalculation during Offer with requisition defaults.
Workday Community - Compensation Rule Defaulting in Offers.

NEW QUESTION # 59

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

Answer: A

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 # 60

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 # 61

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