



## Workday

Workday-Pro-Compensation Exam

Workday Pro Compensation Exam

Exam Latest Version: 6.0

## DEMO Version

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<https://www.directcertify.com/workday/workday-pro-compensation>

## Question 1. (Single Select)

Your company would like to automatically increase pay after 12 months of employment, but only after 400 hours worked. What configuration will achieve this on compensation steps?

A: Select the "Assign first step during compensation proposal" checkbox and set a progression rule that counts 12 months.

B: Set a progression rule that counts the number of hours worked.

C: Set a duration of 12 months.

D: Set a duration of 12 months and a step progression rule that counts the number of hours worked.

**Correct Answer: D**

### **Explanation:**

In Workday Compensation, step progression is controlled through a combination of duration (time-based eligibility) and progression rules (additional conditions, like hours worked or performance).

Here's how the scenario breaks down:

Requirement 1 – 12 months of employment

Workday supports step duration, where you can specify that an employee must remain at a step for a defined period before being eligible for the next step.

Setting a duration of 12 months ensures that the employee only becomes eligible for a step increase after completing a year in the role.

Requirement 2 – 400 hours worked

Workday allows you to configure step progression rules that evaluate conditions beyond time, such as hours worked, performance ratings, or other calculated fields tied to the worker.

A progression rule counting the number of hours worked ensures that the pay increase is not triggered until the employee meets the required 400 hours.

Why not the other options?

A . Assign first step during compensation proposal + 12 months rule – This would only apply the first step, but it doesn't enforce the "400 hours worked" requirement.

B . Hours worked only – This ignores the requirement of 12 months of employment.

C . Duration of 12 months only – This ignores the requirement of 400 hours worked.

Thus, only D (duration + step progression rule) satisfies both conditions simultaneously.

Reference (from Workday Pro Compensation knowledge & learning resources):

Workday Compensation – Step Progression Configuration: Duration enforces time-in-step, while progression rules allow conditions such as hours worked or performance-based eligibility.

Workday Pro Training Materials (Compensation module): Step increase rules require combining duration with eligibility/progression conditions for multi-criteria automation.

Workday Community – Compensation Step Progression Guide: Confirms that when multiple criteria must be met (e.g., tenure and hours worked), they must be configured in both the duration setting and the progression rule logic.

### Question 2. (Single Select)

A company's employees based in Italy get paid 13 times in the year compared to the rest of the employees. What base pay plan supports additional months, weeks, or days of pay?

A: Unit salary plan

B: Hourly plan

C: Period salary plan

D: Salary plan

**Correct Answer: C**

### Explanation:

A Period Salary Plan in Workday supports paying employees more than 12 times per year (e.g., 13 or 14 payments for regions like Italy or Spain).

This allows payroll to spread annual salary across the correct number of pay periods.

Why not the others?

A . Unit salary plan – Pays based on units (like per credit hour for faculty), not extra months.

B . Hourly plan – Pays by worked hours, not relevant to salaried employees.

D . Salary plan – Standard salary plan assumes 12 months and does not support extra pay periods.

Workday Pro Compensation – Salary Plans Overview: Period salary plans are designed for geographies with >12 pay cycles per year.

Workday Community – Global Compensation Setup: Confirms Italy's 13-month pay is supported via Period Salary Plan.

### Question 3. (Single Select)

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 provide guidance when entering pay rates during a transaction.

B: To connect the salary amount to payroll earnings.

C: To determine the employee's eligibility for overtime pay.

D: To calculate which compensation basis is used for reporting.

**Correct Answer: A**

### 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 ele

C . Overtime eligibility !' Determined by work hours & worker typ

D . Compensation basis for reporting !' Controlled by comp basis

Workday Pro Compensation Training – Compensation Grades: Defines grades as “guidelines for pay ranges used during compensation transactions.”

Workday Community – Compensation Grades Overview.

#### Question 4. (Single Select)

Airplane pilots receive a base salary as compensation. They also receive compensation based on the number of kilometers flown. The more they fly, the more they get paid. You need to create a plan to show estimated wages based on kilometers flown to include in an offer letter. What type of plan should you create?

- A: Unit-based allowance plan
- B: One-time payment plan
- C: Unit salary plan
- D: Period salary plan

**Correct Answer: C**

#### **Explanation:**

A Unit Salary Plan pays based on units worked (e.g., miles, credits, or kilometers).

In this case, pilots earn extra based on kilometers flown, making unit salary plan the correct choice.

It also supports estimation of wages for offer letters since you can project based on expected

units.

Why not the others?

A . Unit-based allowance plan ! Allowances are flat recurring pa  
worked.

B . One-time payment ! Used for bonuses or ad hoc payments, no

D . Period salary plan ! Handles additional pay periods, not per-

Workday Compensation Plans Training: Unit salary plans are designed for recurring, unit-driven  
pay like teaching credits or mileage.

Workday Community – Unit Salary Plans.

### Question 5. (Single Select)

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

You want to give employees in Dublin, Ireland €90 EUR in the allowance. How can you ensure  
that employees in Ireland receive the correct localized amount during hire without affecting the  
rate for employees hired in the US?

A: Use the Edit Allowance Plan task and add a €90 EUR plan profile for Ireland.

B: Use the Request Compensation Change business process and update the amount to €90  
EUR.

C: Use the Set Up Allowance Plan Adjustment task and select the No Override checkbox.

D: Use the Set Up Allowance Plan Adjustment task and update the plan default value to €90  
EUR.

**Correct Answer: A**

**Explanation:**

The correct way to give Dublin employees €90 is to add a new plan profile specific to Ireland.

Profiles localize allowance values by country/region, ensuring correct defaults without disrupting global defaults.

Why not the others?

B . Request Compensation Change !' Manual, per employee, not s

C . Set Up Allowance Plan Adjustment – No Override !' Adjustmen  
region-specific.

D . Update plan default value !' Would wrongly affect US and all

Workday Pro Compensation – Allowance Plan Profiles: Profiles localize compensation by  
currency/location.

Workday Community – Setting Profiles in Allowance Plans.



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