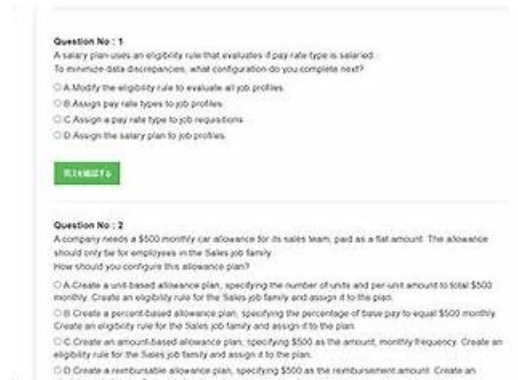


試験の準備方法-権威のあるWorkday-Pro-Compensation日本語試験対策試験-一番優秀なWorkday-Pro-Compensation過去問



2026年MogiExamの最新Workday-Pro-Compensation PDFダンプおよびWorkday-Pro-Compensation試験エンジンの無料共有: <https://drive.google.com/open?id=1YqI2UqdUtJz5rbUj5XnujOrxb3weLQ8>

時々重要な試験に合格するために大量の問題をする必要があります。我々の提供するソフトはこの要求をよく満たして専門的な解答の分析はあなたの理解にヘルプを提供できます。WorkdayのWorkday-Pro-Compensation試験の資料のいくつかのバージョンのデモは我々のウェブサイトで無料でダウンロードできます。あなたの愛用する版をやってみよう。我々の共同の努力はあなたに順調にWorkdayのWorkday-Pro-Compensation試験に合格させることができます。

Workday Workday-Pro-Compensation 認定試験の出題範囲:

トピック	出題範囲
トピック 1	<ul style="list-style-type: none"> Configurable Security: This area of the Workday Pro Compensation exam assesses the expertise of Workday Security Administrators, emphasizing how configurable security maintains controlled access to compensation-related data and workflows.
トピック 2	<ul style="list-style-type: none"> Compensation Management: Compensation management refers to the HR discipline focused on ensuring fair and balanced administration of employee rewards and recognition programs.
トピック 3	<ul style="list-style-type: none"> Operational Reporting: In data systems, operational reporting provides insights into real-time operational activities and current performance details.
トピック 4	<ul style="list-style-type: none"> Business Process Management (BPM): Business process management (BPM) involves using different approaches to identify, design, analyze, evaluate, refine, and automate business processes for better efficiency.
トピック 5	<ul style="list-style-type: none"> Workday Human Capital Management: This area of the Workday Pro Compensation exam evaluates the skills of HRIS Analysts, concentrating on aligning compensation functions with the wider Workday Human Capital Management environment.

>> Workday-Pro-Compensation日本語試験対策 <<

Workday-Pro-Compensation過去問、Workday-Pro-Compensation資格勉強

ここで無料にMogiExamが提供したWorkdayのWorkday-Pro-Compensation試験の部分練習問題と解答をダウンロード

ドできて、一度MogExamを選ばれば、弊社は全力に貴方達の合格を頑張ります。貴方達の試験に合格させることができないと、すぐに全額で返金いたします。

WorkdayProCompensationExam 認定 Workday-Pro-Compensation 試験問題 (Q46-Q51):

質問 # 46

You want to display only relevant compensation plan sections during the Propose Compensation Change step of the Change Job business process, either for an internal job change or an internal hire.

What setting will enable Workday to determine the relevant plan sections to display based on worker eligibility and the security permissions for the user performing the compensation change?

- A. Enable Compensation Setup Segment Security
- **B. Enable Dynamic Display for Compensation Plan Sections**
- C. Hide Total Salary & Allowances
- D. Enable Eligibility Rule Performance Enhancement for Compensation Plan Profiles

正解: B

解説:

* The Dynamic Display option controls whether Workday shows only relevant compensation plan sections during transactions like Propose Compensation Change.

* It evaluates:

* Worker eligibility rules (which plans apply).

* User security permissions (what the initiator can see).

* This ensures users only see compensation sections relevant to their context, reducing clutter and errors.

Why not the others?

* A. Segment security# Controls data security, not dynamic display.

* C. Hide Total Salary & Allowances# Hides totals, doesn't manage section visibility.

* D. Eligibility Rule Performance Enhancement# Improves performance, not visibility.

References:

Workday Pro Compensation - Dynamic Display Settings: Ensures streamlined Propose Compensation Change process.

質問 # 47

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

正解: C

解説:

* 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.

質問 # 48

You create a new bonus plan to replace an existing bonus plan.
How can you easily remove the existing bonus plan from all employees?

- A. Edit the bonus plan with an appropriate effective date and mark the plan as Inactive.
- B. Use the Change Job task to remove employees from the existing plan.
- **C. Use the Remove Compensation Plans from Employees task and select a compensation eligibility rule that identifies employees assigned to the plan.**
- D. Use the Request Bonus Payment web service to remove employees from the existing plan.

正解: C

解説:

- * To retire or replace an existing bonus plan, you need to mass-remove it from all employees currently assigned.
- * The standard Workday task for this is Remove Compensation Plans from Employees, which allows you to:
- * Select the compensation plan to remove.
- * Apply an eligibility rule to identify affected employees.
- * This is efficient and ensures employees no longer carry the outdated plan.

Why not the others?

- * A. Mark plan inactive# Prevents new assignments but doesn't remove existing employee assignments.
- * C. Request Bonus Payment web service# Used for issuing payments, not removing plans.
- * D. Change Job# Not appropriate for mass plan removal.

References:

Workday Pro Compensation - Compensation Plan Lifecycle Management: Removing old plans requires the Remove Compensation Plans from Employees task.

質問 # 49

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 Set Up Allowance Plan Adjustment task and update the plan default value to €90 EUR.
- C. Use the Request Compensation Change business process and update the amount to €90 EUR.
- D. Use the Set Up Allowance Plan Adjustment task and select the No Override checkbox.

正解: A

解説:

- * 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 scalable.
- * C. Set Up Allowance Plan Adjustment - No Override# Adjustment applies to default, not region-specific.
- * D. Update plan default value# Would wrongly affect US and all other non-profile employees.

References:

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

Workday Community - Setting Profiles in Allowance Plans.

質問 # 50

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 Retain Basis Total checkbox on the employee's primary compensation basis.
- D. Clear the Manage Basis Total checkbox on the employee's primary compensation basis.

正解: B

解説:

* 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.

質問 # 51

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