

Workday-Pro-Compensation復習対策、Workday-Pro-Compensation一発合格



無料でクラウドストレージから最新のGoShiken Workday-Pro-Compensation PDFダンプをダウンロードする: <https://drive.google.com/open?id=10fPXrecb60BYWmCWhdG73stTMCa4hdHb>

最近、Workday問題集を提供するサイトは多くなっていますから、あなたは試験を準備するとき、復習の方法に悩んでいます。我々のWorkday-Pro-Compensation資料は弊社の専門家たちによって開発されて、あなたの試験への合格を助けることができます。それに、Workday-Pro-Compensation問題集はもう更新されましたので、受験生たちの不安を削除することができます。

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">• 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.
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">• 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 5	<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.

正確的な Workday-Pro-Compensation復習対策 & 資格試験におけるリーダーオファー & 実用的な Workday WorkdayProCompensationExam

人々は自分が将来何か成績を作るようにずっと努力しています。IT業界でのあなたも同じでしょう。自分の能力を高めるために、Workday-Pro-Compensation試験に参加する必要があります。Workday-Pro-Compensation試験に合格したら、あなたがより良く就職し輝かしい未来を持っています。この試験が非常に困難ですが、実は試験を準備するとき、もっと楽になることができます。我々のWorkday-Pro-Compensation問題集を入手するのはあなたの進めるべきの第一歩です。

WorkdayProCompensationExam 認定 Workday-Pro-Compensation 試験問題 (Q52-Q57):

質問 # 52

You enter a date in the Actual End Date field of a compensation plan.
When will Workday remove the plan from the employee's record?

- A. On the last day of the pay period plus one day.
- B. On the last day of the month plus one day.
- C. On the actual end date.
- **D. On the actual end date plus one day.**

正解: D

解説:

- * In Workday, when you set an Actual End Date on a compensation plan, the plan remains active through that date.
 - * Workday automatically removes the plan the day after the entered actual end date.
 - * Example: If Actual End Date = March 31, the plan is removed effective April 1.
- Why not the others?
- * B. Last day of the month +1# Too restrictive; not always tied to month-end.
 - * C. On the actual end date# Wrong: the plan is valid through the end date.
 - * D. Last day of the pay period +1# Not relevant; tied to end date, not pay periods.

References:

Workday Pro Compensation - Plan End Dating Rules: Actual End Date +1 day removes the plan.

質問 # 53

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

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

正解: A

解説:

- * 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.

質問 # 54

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

正解: C

解説:

* 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).

質問 # 55

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. Period salary plan
- C. One-time payment plan
- D. Unit salary plan

正解: D

解説:

* 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 payments, not tied to actual units worked.

* B. One-time payment# Used for bonuses or ad hoc payments, not recurring per-unit pay.

* D. Period salary plan# Handles additional pay periods, not per-unit payments.

References:

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

Workday Community - Unit Salary Plans.

質問 # 56

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

正解: A

解説:

- * 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.

質問 # 57

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Workday-Pro-Compensation一発合格: <https://www.goshiken.com/Workday/Workday-Pro-Compensation-mondaishu.html>

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