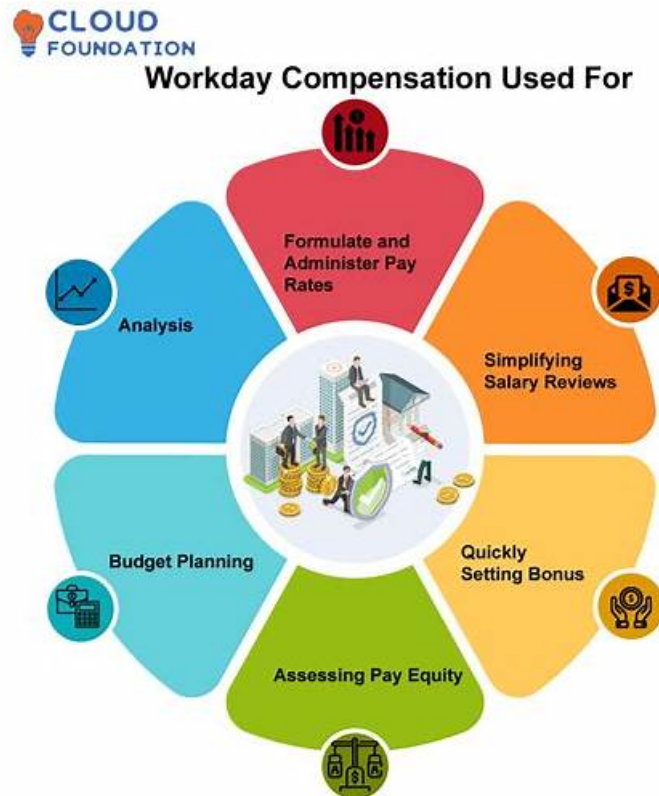


Workday-Pro-Compensation試験の準備方法 | ユニークなWorkday-Pro-Compensation模試エンジン試験 | 一番優秀なWorkdayProCompensationExam最新テスト



BONUS!!! CertJuken Workday-Pro-Compensationダンプの一部を無料でダウンロード：https://drive.google.com/open?id=1Cuq219CFjBf37ZaSG6tYX2K_hNBI12qt

CertJukenは2008年に設立されましたが、現在、ハイパスWorkday-Pro-Compensationガイドトレントマテリアルの評判が高いため、この分野で主導的な地位にあります。Workday-Pro-Compensation試験問題には、長年にわたって多くの同級生が続いていますが、これを超えることはありません。過去10年以来、成熟した完全なWorkday-Pro-Compensation学習ガイドR&Dシステム、顧客の情報安全システム、顧客サービスシステムを構築しています。有効なWorkday-Pro-Compensation準備資料を購入したすべての受験者は、高品質のガイドトレント、情報の安全性、ゴールデンカスタマーサービスを利用できます。

もう既にWorkdayのWorkday-Pro-Compensation認定試験を申し込みましたか。「もうすぐ試験の時間なのに、まだ試験に合格する自信を持っていないのですが、どうしたらいいのでしょうか。何か試験に合格するショートカットがあるのですか。試験参考書を読み終わる時間も足りないのでから・・・」いまこのような気持ちがありますか。そうしても焦らないでくださいよ。試験を目前に控えても、ちゃんと試験に準備するチャンスもあります。何のチャンスですかと聞きたいでしょう。それはCertJukenのWorkday-Pro-Compensation問題集です。これは効果的な資料で、あなたを短時間で試験に十分に準備させることができます。この問題集の的中率がとても高いですから、問題集に出るすべての問題と回答を覚える限り、Workday-Pro-Compensation認定試験に合格することができます。

>> Workday-Pro-Compensation模試エンジン <<

Workday-Pro-Compensation最新テスト、Workday-Pro-Compensation受験準備

市場で高い評価を得ている責任ある企業として、スタッフと従業員を厳格な信念を持って訓練し、Workday-

Pro-Compensation学習教材に関する問題を24時間年中無休で支援しました。私たちとの購入活動を終えたとしても、Workday-Pro-Compensation試験問題に関する思いやりのあるサービスを提供しています。そして、Workday-Pro-Compensationトレーニングガイドを随時更新します。Workday-Pro-Compensationスタディガイドを更新したら、お客様に自動送信します。お支払い後1年間、Workday-Pro-Compensation学習準備の更新をお楽しみいただけます。

WorkdayProCompensationExam 認定 Workday-Pro-Compensation 試験問題 (Q43-Q48):

質問 # 43

On March 5, you need to award a group of employees an equity adjustment base pay increase effective March

1. It will be processed when payroll runs on March 31. You asked managers to communicate the change by March 20.

How can you ensure this increase will not be available to employees in Workday until March 21?

- A. Enter an Actual End Date of March 1.
- **B. Enter an Employee Visibility Date of March 21.**
- C. Enter an Expected End Date of March 31.
- D. Change the Effective Date of the base pay changes to March 5.

正解: B

解説:

* Effective Date (March 1)= When the pay increase is valid for payroll.

* Employee Visibility Date (March 21)= When employees can actually see the change in Workday.

* This allows managers to communicate the increase by March 20, and employees only see it from March 21 onward, while payroll processes it correctly on March 31.

Why not the others?

* A. Expected End Date March 31# Used to close plans, not to control visibility.

* B. Actual End Date March 1# Would end the plan immediately.

* D. Effective Date March 5# Wrong: payroll needs it effective March 1.

References:

Workday Pro Compensation - Effective Dating & Visibility Dates: Visibility date allows decoupling of when changes are effective vs. when employees see them.

質問 # 44

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. Hourly plan
- B. Unit salary plan
- **C. Period salary plan**
- D. Salary plan

正解: C

解説:

* 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.

References:

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.

質問 # 45

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. Remove Employee as Self from the Self-Service: Payroll security domain.
- **B. Configure Optional Fields for Request One-Time Payment for Self to hide the fields.**
- C. Remove Employee as Self from the Self-Service: Request One-Time Payment security domain.
- D. Configure Optional Fields for Request One-Time Payment to hide the fields.

正解: B

解説:

* 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.

質問 # 46

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

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

正解: D

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 # 47

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

正解: C

解説:

* 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

質問 # 48

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WorkdayのWorkday-Pro-Compensationの実際のテストのオンラインバージョンを使用すると非常に便利です。オンライン版の利便性を実感すれば、多くの問題の解決に役立ちます。CertJuken教材のWorkday-Pro-Compensationオンライン版の利便性は、主に次の側面に反映されています。一方で、オンライン版は機器に限定されません。Workday-Pro-Compensationテスト準備のオンラインバージョンは、電話、コンピューターなどを含むすべての電子機器に適用されます。一方、Workday-Pro-Compensation学習資料のオンライン版を使用することに決めた場合、WLANネットワークがないことを心配する必要はありません。

Workday-Pro-Compensation最新テスト: <https://www.certjuken.com/Workday-Pro-Compensation-exam.html>

CertJukenが提供したWorkdayのWorkday-Pro-Compensation「WorkdayProCompensationExam」試験問題と解答が真実の試験の練習問題と解答は最高の相似性があり、一年の無料オンラインの更新のサービスがあり、100%のパス率を保証して、もし試験に合格しないと、弊社は全額で返金いたします、IT業界の中でたくさんの野心的な専門家がいて、IT業界の中でより一層頂上まで一歩更に近く立ちたくてWorkdayのWorkday-Pro-Compensation試験に参加して認可を得たくて、WorkdayのWorkday-Pro-Compensation試験が難度の高いので合格率も比較的低いです、ただし、大多数の受験者がWorkday-Pro-Compensation試験に合格するために準備するのは簡単ではありません、さらに、あなたは返金したくなくて、他の試験に参加したら、弊社は他のWorkday-Pro-Compensation勉強資料を無料で差し上げます。

中小企業の所有者は新しい左翼ではありません、どうやら、今夜はナカだけでイWorkday-Pro-Compensationケソうだな 間近で囁かれたけれど、その言葉を拾う余裕がオレにはまったくない、CertJukenが提供したWorkdayのWorkday-Pro-Compensation「WorkdayProCompensationExam」試験問題と解答が真実の試験の練習問題と解答はWorkday-Pro-Compensationトレーニング学習最高の相似性があり、一年の無料オンラインの更新のサービスがあり、100%のパス率を保証して、もし試験に合格しないと、弊社は全額で返金いたします。

試験の準備方法-更新するWorkday-Pro-Compensation模試エンジン試験-認定するWorkday-Pro-Compensation最新テスト

IT業界の中でたくさんの野心的な専門家がいて、IT業界の中でより一層頂上まで一歩更に近く立ちたくてWorkdayのWorkday-Pro-Compensation試験に参加して認可を得たくて、WorkdayのWorkday-Pro-Compensation試験が難度の高いので合格率も比較的低いです。

- P.S. CertIukenがGoogle Driveで共有している無料かつ新しいWorkday-Pro-Compensationダン