

Workday-Pro-Compensation関連受験参考書 & Workday-Pro-Compensation受験資料更新版



P.S. It-PassportsがGoogle Driveで共有している無料の2026 Workday Workday-Pro-Compensationダンプ: <https://drive.google.com/open?id=1IQMJA5rZXxNlfc2Yhd4Z-fxhq6kWdHyO>

It-PassportsのWorkdayのWorkday-Pro-Compensation試験トレーニング資料は豊富な経験を持っているIT専門家が研究したものです。君がWorkdayのWorkday-Pro-Compensation問題集を購入したら、私たちは一年間で無料更新サービスを提供することができます。もしWorkdayのWorkday-Pro-Compensation問題集は問題があれば、或いは試験に不合格になる場合は、全額返金することを保証いたします。

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 人材管理: Workday Pro 報酬試験のこの領域では、報酬機能を Workday 人材管理環境全体と整合させることに重点を置いて、HRIS アナリストのスキルを評価します。
トピック 2	<ul style="list-style-type: none">ビジネス プロセス管理 (BPM): ビジネス プロセス管理 (BPM) では、さまざまなアプローチを使用してビジネス プロセスを識別、設計、分析、評価、改良、自動化し、効率性を向上させます。
トピック 3	<ul style="list-style-type: none">運用レポート: データ システムでは、運用レポートによってリアルタイムの運用アクティビティと現在のパフォーマンスの詳細に関する情報が提供されます。
トピック 4	<ul style="list-style-type: none">構成可能なセキュリティ: Workday Pro 報酬試験のこの領域では、構成可能なセキュリティによって報酬関連のデータとワークフローへの制御されたアクセスがどのように維持されるかに重点を置き、Workday セキュリティ管理者の専門知識を評価します。
トピック 5	<ul style="list-style-type: none">報酬管理: 報酬管理とは、従業員の報酬および表彰プログラムの公正かつバランスのとれた管理を確保することに重点を置いた HR 分野を指します。

Workday-Pro-Compensation受験資料更新版 & Workday-Pro-Compensationテストトレーニング

あなたは現在の状態を変更したいですか。変更したい場合、Workday Workday-Pro-Compensation学習教材を買いましょう！Workday-Pro-Compensation学習教材を利用すれば、Workday-Pro-Compensation試験に合格できます。そして、Workday-Pro-Compensation資格証明書を取得すると、あなたの生活、仕事はきっと良くなります。誰でも、明るい未来を取得する権利があります。だから、どんごとにあっても、あきらめないでください。Workday-Pro-Compensation学習教材はあなたが好きなものを手に入れることに役立ちます。

WorkdayProCompensationExam 認定 Workday-Pro-Compensation 試験問題 (Q21-Q26):

質問 #21

What report allows you to view the compensation components that the worker is assigned and eligible for, unassigned and eligible for, and assigned and ineligible for?

- A. Compensation Summary
- B. Compensation Rule Assignment
- C. Employee Compensation Audit
- D. Employee Compensation Details by Job Profile

正解: C

解説:

- * The Employee Compensation Audit report shows, for each worker:
 - * Assigned & eligible compensation components.
 - * Unassigned but eligible components.
 - * Assigned but ineligible components.
- * This makes it the primary tool for validating comp assignments against eligibility rules.

Why not the others?

- * A. Employee Compensation Details by Job Profile# Focuses on job profiles, not assignment eligibility.
- * C. Compensation Summary# Summary-level report, not eligibility vs. assignment detail.
- * D. Compensation Rule Assignment# Shows rules applied to plans, not worker assignment detail.

References:

Workday Pro Compensation - Employee Compensation Audit Guide.

質問 #22

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

When you hire an employee in Dublin, Ireland, what amount does Workday default?

- A. \$100 USD
- B. €0 EUR
- C. \$0 USD
- D. €80 EUR

正解: A

解説:

- * The allowance plan has a default = \$100 USD, plus profiles for Toronto, Paris, Sydney.
- * Dublin (Ireland) does not have a profile yet, so Workday defaults to the plan default value.
- * Since the default is \$100 USD, that is the value assigned at hire.

Why not the others?

- * A. €0 EUR# No such rule; Workday always uses defaults when profiles are missing.
- * C. €80 EUR# That's Paris profile, not Dublin.
- * D. \$0 USD# Incorrect because the plan default is not zero but \$100.

References:

Workday Pro Compensation - Allowance Plan Defaults vs Profiles: If no profile exists for location, the default value applies.
Workday Community - Compensation Plan Defaulting Rules.

質問 # 23

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

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

正解: B

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 # 24

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 Enable Defaulting Based on Changes to Guidelines setting in Edit Tenant Setup - HCM.
- B. Edit the Offer business process security policy.
- 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.

正解: C

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 # 25

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 # 26

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Workday-Pro-Compensation試験には多くの利点があり、Workday購入する価値があります。購入前にWorkday-Pro-Compensationガイドの質問デモをダウンロードして試用し、支払いが完了したらすぐに使用できます。支払いが完了したら、5~10分以内に送信します。その後、あなたはそれを学び、実践することができます。WorkdayProCompensationExam試験に合格するための最新のWorkday-Pro-Compensation試験問題があることを確認するために、Workday-Pro-Compensationトレント質問を頻繁に更新します。Workday-Pro-Compensation試験に合格すると、大企業に入社して賃金を2倍にすることができます。

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