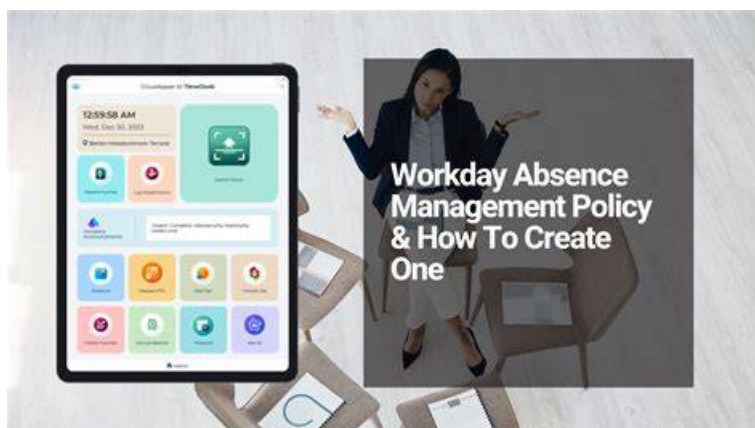


信じられないほどの的中率が高いWorkday Workday-Pro-Absence試験問題集



Workday-Pro-Absence試験に合格しなかった、または難しすぎると認定試験を放棄したい場合は、Workday認定を取得した後にその利点について考えてください。多くの特別なポジションでは、従業員に資格が必要です。試験に合格することが非常に難しいと思われる場合は、Workday-Pro-Absence有効な試験問題集PDFが目標の達成に役立ちます。試験資料は実際のテストセンターから収集され、経験豊富な専門家によって編集されます。100%の合格率が必要な場合、Workday-Pro-Absence有効な試験対策PDFが役立ちます。

Workday Workday-Pro-Absence Exam Syllabus Topics:

Section	Weight	Objectives
Leaves of Absence & Leave Families	20%	- Leave Type and Leave Family configuration - Regulatory leave tracking (FMLA, ADA, parental, etc.) - Concurrent vs sequential leave handling
Time Off Plans & Accruals	25%	- Accrual schedules and balance periods - Time Off Plan configuration - Carryover, pro-rata, and plan limits
Security, Reporting & Integration	10%	- Role-based security for absence data - Absence reporting and analytics - Integration with Time Tracking and Payroll
Eligibility & Calculated Fields	15%	- Calculated fields for absence entitlements - Eligibility rules based on HCM data - Position attributes and service length logic
Business Processes & Workflows	15%	- Approval routing and notifications - Place Worker on Leave process - Time Off Request business process
Time Off Types & Entry	15%	- Time Off Type setup - Entry validations and balance adjustments - Request workflow configuration

>> Workday-Pro-Absence日本語学習内容 <<

Workday-Pro-Absence試験の準備方法 | 検証するWorkday-Pro-Absence日本語学習内容試験 | 最新のWorkday Pro Absence Certification Exam問題と解答

Workday-Pro-Absence試験参考書を購入すると、完璧なアフターサービスと高品質なを楽しむことができます。だから、あなたは私たちのWorkday-Pro-Absence試験参考書から、驚きを得ることができると信じています。また、あなたがWorkday-Pro-Absence試験参考書の費用を支払う前にサービスを楽しむことができるだけでなく、購入後1年間無料でWorkday-Pro-Absence試験参考書の最新版を楽しむこともできます。

Workday Pro Absence Certification Exam 認定 Workday-Pro-Absence 試験問題 (Q66-Q71):

質問 # 66

You need to allow workers and managers to view selected time off and leave information for their team. What report will you configure?

- A. Team Absence Calendar
- B. My Team's Upcoming Time Off
- C. Time Off Results Detail
- D. Time Off Results Summary

正解: A

解説:

The Team Absence Calendar is the configurable report used to provide workers and managers with a calendar-based view of selected absence information for members of their team. It can present configured time off and leave information in a shared operational view, subject to the user's security access and the visibility settings assigned to the relevant absence components. Time Off Results Detail and Time Off Results Summary are administrative result reports used to analyze processed time off transactions and balances. They are not designed as the primary team-facing calendar. My Team's Upcoming Time Off can display future time off information, but it does not provide the combined, configurable calendar framework for both selected time off and leave information described in the question.

Configuration determines which absence categories are displayed, while security determines which workers and details the viewer is permitted to see. Sensitive absence information should therefore be exposed only through properly configured visibility and security policies. Selecting Visible for Team Absence on applicable components supports their appearance on the calendar but does not independently grant access.

Study Guide references: Time Off Plans and Components - Visible for Team Absence and Absence Management Business Processes - Absence Reports, Dashboards, and Calendars .

質問 # 67

Refer to the following scenario to answer the question below.

You created a time off plan that accrues five hours each period for all eligible workers. Workers start accruing in the period in which they are hired. The time off plan has an upper limit of 120 hours.

You hire a new worker who is eligible for the plan. During the negotiation process, the company agrees to grant the worker an accrual of seven hours per period instead of five.

What task will you use to grant the worker seven hours per period?

- A. Maintain Accrual and Time Off Limit Overrides
- B. Maintain Accrual and Time Off Adjustments/Overrides
- C. Maintain Time Off Plan Override Balances
- D. Maintain Time Off Plan Carryover Overrides

正解: B

解説:

Maintain Accrual and Time Off Adjustments/Overrides allows an administrator to override a worker's calculated accrual for one or multiple processing periods. The administrator can therefore override the standard five-hour accrual with seven hours for the applicable periods. An override establishes the required accrual result directly; alternatively, an adjustment could add two hours, but the stated requirement is most precisely implemented as a seven-hour accrual override.

Maintain Accrual and Time Off Limit Overrides does not change the accrual amount. It temporarily suspends an upper, lower, or time off limit. That task would be relevant if the worker needed to continue accruing after reaching the 120-hour upper limit.

Maintain Time Off Plan Override Balances replaces the worker's overall plan balance as of the start of an eligible period and does not change the recurring accrual rate. Maintain Time Off Plan Carryover Overrides changes the amount or expiration of carryover between balance periods.

The plan's 120-hour upper limit remains effective unless a separate limit override is entered. Consequently, the worker receives seven hours per eligible period, but accrual may still be reduced or forfeited upon reaching the plan limit.

Study Guide reference: Absence Management Administration - Maintain Employee Accruals .

質問 # 68

You have set the time off lower limit to zero.

What can you do to ensure workers can request only paid time off?

- A. Set the maximum unpaid time off units to zero and select the Do Not Allow Request checkbox.
- B. Set the maximum unpaid time off units to 8 and select the Do Not Allow Request checkbox.
- C. Set the maximum unpaid time off units to 8 and clear the Do Not Allow Request checkbox.
- D. Set the maximum unpaid time off units to zero and clear the Do Not Allow Request checkbox.

正解: A

解説:

A lower limit of zero means Workday treats time off that would reduce the plan balance below zero as unpaid.

That calculation setting alone does not necessarily stop the worker from submitting the request; it determines how much of the requested absence can be processed as paid.

To prohibit unpaid time off, configure the Maximum Unpaid Time Off Units Allowed validation with a value of zero. This establishes that no portion of the request may be unpaid. The Do Not Allow Request checkbox must also be selected so that a request failing the validation produces an error and cannot be saved or submitted. If that checkbox is cleared, Workday generates a warning but permits the request to proceed, which does not satisfy the requirement that workers request only paid time.

Setting the maximum unpaid units to eight would explicitly permit up to eight unpaid hours or days, depending on the plan's unit of time. Therefore, options B and D conflict with the requirement. Option A uses the correct zero-unit threshold but configures only a warning. The combination in option C creates a hard validation: zero unpaid units are permitted, and any request exceeding the available paid balance is blocked.

Reference: Workday Education - Absence for Administrators: Time Off Validations, "Maximum Unpaid Time Off Units Allowed" and "Do Not Allow Request"

質問 # 69

You set On Leave Status Visibility Type to Never Show.

Without displaying On Leave after an employee's name, how can you view which employees are on leave?

- A. Workers on Leave report
- B. View Time Clock History report
- C. Employee View Time Off report
- D. My Team's Time Requests report

正解: A

解説:

The Workers on Leave report provides a dedicated reporting method for identifying employees who are currently on leave. Setting On Leave Status Visibility Type to Never Show suppresses the "On Leave" indicator that would otherwise appear after an employee's name. It does not remove the underlying leave event, change the worker's leave status, or prevent appropriately secured users from reporting on leave records.

The Employee View Time Off report focuses on time off activity rather than the longer-duration leave-of-absence status addressed in the question. My Team's Time Requests is designed to review time-related requests and their workflow status; it is not the authoritative report for identifying the population currently on leave. View Time Clock History belongs to Workday Time Tracking and reports clock events, not leave-of-absence status.

This distinction supports confidentiality and operational reporting simultaneously. An organization can suppress the broadly displayed On Leave label while still allowing HR administrators or other authorized security groups to identify affected workers through a purpose-specific report. Report access remains governed by the relevant worker-data and leave-of-absence security domains.

Study Guide references: Absence Management Overview - Leave-of-Absence Indicators and Absence Management Administration - Manage Leave of Absence .

質問 # 70

Refer to the following scenario to answer the question below.

You created eight leave types that workers are eligible for. Workers need to be able to request six of these for themselves.

Managers must be able to enter all eight on behalf of a worker.

What do you need to configure to make leave types available for eligible workers to request?

- A. Coordinate each leave type with an intermittent time off.

- B. Add each leave type to the appropriate absence table.
- C. Add the Employee as Self security group to the appropriate segment-based security group.
- D. Add the new leave type to the manager Leave Type security segment.

正解: C

解説:

The Employee as Self security group must be included in the segment-based security group that has access to the appropriate Leave Type Security Segment. This connection gives workers access to the leave types included in that segment when requesting leave for themselves. Worker eligibility is evaluated separately and determines which of those secured leave types each worker actually qualifies to request.

Adding leave types to a manager segment gives managers access but does not grant employee self-service access. An absence table coordinates tiered time off processing and is not used to authorize access to leave types. Intermittent time off coordination allows time off units to reduce a related leave entitlement; it does not control whether a leave type appears in the worker's request prompt. The complete security chain consists of the leave type security segment, the segment-based security group, and the security groups assigned to that segment-based group. Employee as Self must also be authorized for the Request Leave for Self initiating action on the Request Leave of Absence business process. The segment then limits self-service access to the six intended leave types. Study Guide reference: Leave of Absence - Segment-Based Security Groups .

質問 # 71

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