

Workday-Pro-Compensation인기자격증 시험덤프자료 - Workday-Pro-Compensation시험대비덤프최신문제



참고: PassTIP에서 Google Drive로 공유하는 무료 2026 Workday Workday-Pro-Compensation 시험 문제집이 있습니다:
https://drive.google.com/open?id=1RH7w2lghjkhyyiNAvhxBNLIQBZ9_RfE2

PassTIP는 IT인증자격증을 취득하려는 IT업계 인사들의 검증으로 크나큰 인지도를 가지게 되었습니다. 믿고 애용 해주신 분들께 감사의 인사를 드립니다. Workday Workday-Pro-Compensation덤프도 다른 과목 덤프자료처럼 적중을 좋고 통과율이 장난이 아닙니다. 덤프를 구매하시면 퍼펙트한 구매후 서비스까지 제공해드려 고객님의 보유한 덤프가 항상 시장에서 가장 최신버전임을 약속해드립니다. Workday Workday-Pro-Compensation덤프만 구매하신다면 자격증 취득이 쉬워져 고객님의 밝은 미래를 예약한 것과 같습니다.

Workday Workday-Pro-Compensation 시험요강:

주제	소개
주제 1	<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.
주제 2	<ul style="list-style-type: none"> Operational Reporting: In data systems, operational reporting provides insights into real-time operational activities and current performance details.
주제 3	<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.
주제 4	<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.
주제 5	<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.

>> Workday-Pro-Compensation인기자격증 시험 덤프자료 <<

Workday-Pro-Compensation시험대비 덤프 최신문제 & Workday-Pro-Compensation완벽한 덤프문제자료

Workday인증 Workday-Pro-Compensation시험을 등록했는데 마땅한 공부자료가 없어 고민중 이시라면PassTIP의 Workday인증 Workday-Pro-Compensation덤프를 추천해드립니다. PassTIP의Workday인증 Workday-Pro-Compensation

덤프는 거의 모든 시험문제를 커버하고 있어 시험패스율이 100%입니다. PassTIP제품을 선택하시면 어려운 시험공부도 한결 가벼워집니다.

최신 Human Capital Management Workday-Pro-Compensation 무료샘플문제 (Q13-Q18):

질문 # 13

How do you configure a salary plan to prorate an employee's scheduled hours?

- A. Compensation Element
- B. Eligibility Rules
- **C. Apply FTE%**
- D. Exclude from Merit

정답: C

설명:

When configuring a salary plan, you can choose whether the plan amount should automatically adjust for part-time employees based on FTE% (Full-Time Equivalent percentage).

* Apply FTE% ensures that the salary plan prorates according to scheduled hours vs. full-time hours.

* Example: If an employee works 50% FTE, a \$60,000 annual salary plan will automatically adjust to \$30,000.

Why not the others?

* B. Compensation Element- Elements link plans to payroll but do not control proration.

* C. Eligibility Rules- Define who is eligible, not how amounts are prorated.

* D. Exclude from Merit- Used in merit review processes, unrelated to proration.

References:

Workday Pro Compensation Training: Salary plans have a checkbox "Apply FTE%" to prorate salaries based on work schedule.

Workday Community - Salary Plan Configuration: Confirms FTE% is the method for automatic proration.

질문 # 14

You need to identify employees assigned to bonus plans for which they are not eligible.

What report will you use?

- **A. Employee Compensation Audit**
- B. View Rollout Compensation Plan Rollout Process
- C. Employees Assigned Multiple Bonus Plans
- D. Compensation Spreadsheet

정답: A

설명:

* The Employee Compensation Audit report identifies mismatches, such as employees:

* Assigned to comp plans for which they are not eligible.

* Missing comp plans they should have.

* It is the standard audit tool for verifying eligibility alignment with assigned compensation.

Why not the others?

* B. Rollout Process report# Tracks rollout actions, not eligibility mismatches.

* C. Employees Assigned Multiple Bonus Plans# Only checks duplicate plan assignments.

* D. Compensation Spreadsheet# Used for review/updates, not eligibility audits.

References:

Workday Pro Compensation - Audit Reports: Employee Compensation Audit identifies eligibility issues.

#Final Verified answer: A. Employee Compensation Audit.

질문 # 15

You are creating a compensation eligibility rule. The entry you are making in the Source External Field or Condition Rule column is displaying all valid fields and eligibility rules.

How can you exclude other condition rules?

- A. Enter the prefix "field:" first before your entry.
- B. Enclose your entry in brackets.
- C. Place an asterisk before your entry.
- D. Enter your search in all capital letters.

정답: A

설명:

* In eligibility rule setup, the Source External Field or Condition Rule column shows both fields and condition rules.

* To restrict your entry to fields only, Workday requires the prefix field:.

* Example: entering field:Worker Type ensures only fields appear, excluding other condition rules.

Why not the others?

* B. Brackets# Not a recognized syntax.

* C. All caps# Doesn't change filtering behavior.

* D. Asterisk# Used for wildcard searches, not filtering.

References:

Workday Pro Compensation - Eligibility Rule Building Guide: Syntax uses prefixes such as field: to filter available options.

Workday Community - Condition Rule Entry Best Practices.

질문 # 16

An employee is transferring from one supervisory organization to another and they are subject to compensation change. What compensation business process will the Change Job transaction trigger?

- A. Propose Compensation Hire
- B. Propose Compensation Change
- C. Request Compensation Change
- D. Propose Compensation Offer

정답: B

설명:

* When an employee undergoes a Change Job (e.g., transferring between supervisory orgs), Workday triggers the Propose Compensation Change business process if compensation is impacted.

* This allows HR/Comp to adjust salary, allowances, or other plans based on the new job/org details.

Why not the others?

* A. Propose Compensation Offer# Used during hire/recruiting offers, not job changes.

* B. Request Compensation Change# Typically a standalone process, not triggered automatically by Change Job.

* C. Propose Compensation Hire# Used at hire events, not transfers.

References:

Workday Pro Compensation - Business Process Integration: Change Job triggers Propose Compensation Change when compensation changes are required.

Workday Community - Change Job & Compensation Flow.

질문 # 17

What report lists all compensation components using any eligibility rule?

- A. Compensation Changes
- B. Employee Compensation Audit
- C. Compensation Spreadsheet
- D. Compensation Rule Assignment

정답: D

설명:

* The Compensation Rule Assignment report lists all compensation components (plans, packages, elements, etc.) that are using eligibility rules.

* This helps administrators verify where and how eligibility rules are applied across the system.

Why not the others?

* B. Employee Compensation Audit# Focuses on mismatches between eligibility and assignments, not all rules in use.

그 외, PassTIP Workday-Pro-Compensation 시험 문제집 일부가 지금은 무료입니다: https://drive.google.com/open?id=1RH7w2lgghkhiviNAvhxBNLI0BZ9_RfE2