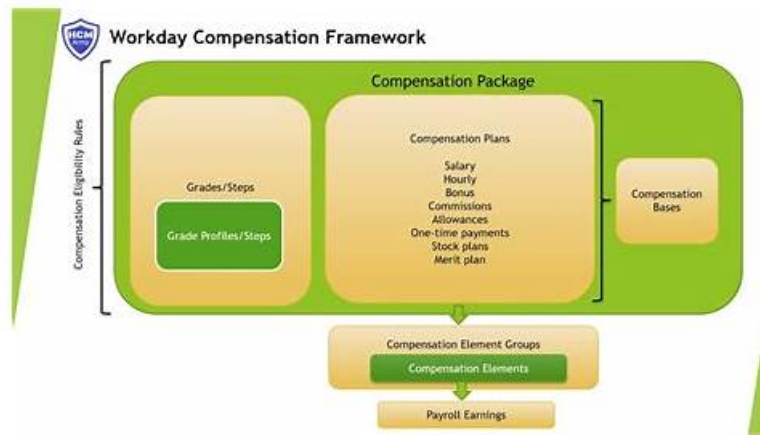


Workday-Pro-Compensation에상문제최신시험최신덤프



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아직도 Workday인증Workday-Pro-Compensation시험준비를 어떻게 해야 할지 망설이고 계시나요? 고객님의 IT인증 시험준비길에는 언제나 PassTIP가 곁을 지켜주고 있습니다. PassTIP시험공부자료를 선택하시면 자격증취득의 소원이 이루어집니다. Workday인증Workday-Pro-Compensation시험덤프는PassTIP가 최고의 선택입니다.

>> Workday-Pro-Compensation에상문제 <<

높은 적중율을 자랑하는 Workday-Pro-Compensation에상문제 덤프공부문제

근 몇년간IT산업이 전례없이 신속히 발전하여 IT업계에 종사하는 분들이 여느때보다 많습니다. 경쟁이 이와같이 치열한 환경속에서 누구도 대체할수 없는 자기만의 자리를 찾으려면 IT인증자격증취득은 무조건 해야 하는것이 아닌가 싶습니다. Workday인증 Workday-Pro-Compensation시험은 IT인증시험중 가장 인기있는 시험입니다. PassTIP에서는 여러분이Workday인증 Workday-Pro-Compensation시험을 한방에 패스하도록 실제시험문제에 대비한 Workday인증 Workday-Pro-Compensation덤프를 발췌하여 저렴한 가격에 제공해드립니다.시험패스 못할시 덤프비용은 환불처리 해드리기에 고객님의 아무런 폐를 끼치지 않을것입니다.

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">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.
주제 3	<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 4	<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 5	<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.

최신 Human Capital Management Workday-Pro-Compensation 무료샘플문제 (Q46-Q51):

질문 # 46

Refer to the following scenario to answer the question below.

A company pays its employees a monthly allowance. Plan targets are dependent on plan profile eligibility rules. There are 100 different types of plan profiles, each with a specific target amount for the eligible population. Sample plan profile eligibility criteria include:

- * Job Family = Human Resources \$50 USD
- * Job Family = Sales \$70 USD
- * Job Family and Country = Human Resources / Australia \$78 AUD
- * Job Family and Country = Sales / Australia \$110 AUD

The HR administrator has made some changes to the Sales job family. The job family now contains the job profile Sales Analyst. When accessing the Employee Compensation Audit report, what column will highlight the allowance plan for the Sales Analyst?

- A. Assigned Ineligible Compensation Components
- B. This plan won't appear on the report
- C. Unassigned Eligible Compensation Components
- D. Assigned Eligible Compensation Components

정답: C

설명:

* The Employee Compensation Audit Report highlights mismatches between eligibility rules and actual assignments.
 * Since Sales Analyst is part of Sales job family but eligibility rules may not yet reflect this new job profile, the allowance plan appears under Unassigned Eligible Compensation Components# meaning the employee is eligible but has not yet been assigned the component.

Why not the others?

- * A. Won't appear# It will appear, because Sales job family has a profile.
- * B. Assigned Eligible Compensation Components# Only if already assigned.
- * D. Assigned Ineligible Compensation Components# Not correct, because Sales Analyst job profile makes them eligible.

References:

Workday Pro Compensation - Audit Reporting: Explains difference between Assigned Eligible, Unassigned Eligible, and Assigned Ineligible.

Workday Community - Compensation Audit Report Usage.

질문 # 47

A company wants to create a compensation basis for their sales team. This basis should include:

- * Base salary
- * Monthly commission earnings
- * Quarterly bonus plan

How should they configure this compensation basis?

- A. Use the total salary and allowances compensation basis and add the bonus plan.
- B. Define a new compensation grade and assign the relevant compensation plans.
- C. Create a calculation compensation basis, including salary, commission, and bonus plan.
- D. Create a configurable compensation basis, including salary, commission, and bonus plan.

정답: D

설명:

- * A configurable compensation basis allows you to define what plans contribute to compensation calculations.
- * For the sales team, the basis should include:
 - * Base salary (salary plan).
 - * Monthly commission earnings (commission plan).
 - * Quarterly bonus plan (bonus plan).
- * Configurable compensation bases are designed for flexible aggregation of multiple comp plans.

Why not the others?

- * B. Total salary and allowances basis# Covers only salary + allowance, does not include bonus/commission.

- * C. Compensation grade# Defines ranges, not aggregation of comp plans.

- * D. Calculation compensation basis# Not a Workday configuration type (confusion with calculated fields).

References:

Workday Pro Compensation - Configurable Compensation Bases: Allow inclusion of salary, allowances, commissions, bonuses.

질문 # 48

You created a new one-time payment plan and enabled employees to request payments for themselves. While testing, you notice that an existing custom validation for the Request One-Time Payment process also applies to the Request One-Time Payment for Self process.

How can you ensure these validations do not run for employees requesting one-time payments for themselves?

- A. Remove Employee as Self from the Worker Data: Request One-Time Payment security domain.
- **B. Use Maintain Custom Validations and use One Time Payment Event for Self field to exclude these types of events.**
- C. Use Configure Options Fields for Request One Time Payment for Self to exclude the fields that are triggering the validations.
- D. Use Maintain Custom Validations and add new validations that should apply only for employees requesting one-time payments for themselves.

정답: B

설명:

- * Maintain Custom Validations allows you to refine which events validations apply to.

- * Workday distinguishes between Request One-Time Payment(manager/HR initiated) and Request One-Time Payment for Self(employee initiated).

- * By using the One Time Payment Event for Self field, you can exclude self-service events from being validated by the existing custom validations.

Why not the others?

- * B. Add new validations# Would duplicate rules rather than exclude them.

- * C. Remove Employee as Self from security domain# Would block employees from submitting requests, not exclude validations.

- * D. Configure Options Fields# Controls fields displayed, not validation logic.

References:

Workday Pro Compensation - Custom Validations Guide: Validations can be scoped to specific business processes, including "for self" variants.

Workday Community - One-Time Payment Event for Self Validation Handling.

질문 # 49

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

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

정답: A

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 # 50

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

정답: A

설명:

* 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.

질문 # 51

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