

Workday-Pro-Compensation問題集、Workday-Pro-Compensation資格トレーニング



BONUS!!! GoShiken 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=10fPXrecb60BYWmCWhdG73stTMCa4hdHb>

GoShiken試験に合格できる人は、短時間で高給を獲得できます。試験に勝つことに決めた場合は、Workday-Pro-Compensation試験トレントを試す必要があります。そうすると、試験に簡単に合格できることがわかります。Workday学習教材としてWorkday-Pro-Compensation準備トレントを使用する場合、試験の確認と準備に必要な時間と労力はほとんど必要ありません。ですから、Workday-Pro-Compensation学習準備を購入する価値があります。Workday-Pro-Compensationトレーニングガイドの無料デモを提供して、購入前にWorkday-Pro-Compensation試験問題を十分に理解できるようにします。

我々社のWorkday Workday-Pro-Compensation問題集を購入するかどうかと疑問があると、弊社GoShikenのWorkday-Pro-Compensation問題集のサンプルを試してみるのもいいことです。試用した後、我々のWorkday-Pro-Compensation問題集はあなたを試験に順調に合格させると信じられます。なぜと言うのは、我々社の専門家は改革に応じて問題の更新と改善を続けていくのは出発点から勝つからです。

>> Workday-Pro-Compensation問題集 <<

最高-効果的なWorkday-Pro-Compensation問題集試験-試験の準備方法 Workday-Pro-Compensation資格トレーニング

IT業種が新しい業種で、経済発展を促進するチェーンですから、極めて重要な存在だということを良く知っています。GoShikenのWorkdayのWorkday-Pro-Compensation試験トレーニング資料は高度に認証されたIT領域の専門家の経験と創造を含んでいるものです。その権威性は言うまでもありません。あなたはGoShikenの学習教材を購入した後、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。

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">• Compensation Management: Compensation management refers to the HR discipline focused on ensuring fair and balanced administration of employee rewards and recognition programs.
トピック 2	<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.

トピック 3	<ul style="list-style-type: none"> Operational Reporting: In data systems, operational reporting provides insights into real-time operational activities and current performance details.
トピック 4	<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.
トピック 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 Compensation Exam 認定 Workday-Pro-Compensation 試験問題 (Q36-Q41):

質問 # 36

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. Edit the Offer business process security policy.
- B. Select the Run Eligibility Rules when there is Requisition Compensation setting in Edit Tenant Setup - HCM.
- C. Select the Enable Defaulting Based on Changes to Guidelines 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: B

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 # 37

An employee is eligible for these compensation bases:

* International Compensation (ranking 2)

* Management Compensation (ranking 1)

* Sales Compensation (ranking 3)

What compensation basis will display as the employee's primary compensation basis?

- A. Management Compensation
- B. Total Base Pay
- C. International Compensation
- D. Sales Compensation

正解: A

解説:

* When multiple compensation bases apply to an employee, Workday selects the primary basis based on ranking (lowest number = highest priority).

- * Rankings here:
 - * Management = 1
 - * International = 2
 - * Sales = 3
 - * Therefore, Management Compensation is the primary basis.
- Why not the others?
- * B. Sales Compensation# Ranked lowest (3).
 - * C. International Compensation# Ranked 2, lower than Management.
 - * D. Total Base Pay# Not listed among eligible ranked bases here.

References:

Workday Pro Compensation - Configurable Compensation Bases: Ranking determines primary basis (lowest rank wins).

質問 # 38

You added a signing bonus during the Offer event, but the signing bonus did not carry forward into the Hire event. What is missing from your configuration?

- A. The Request One-Time business process security policy must include the Initiator for the Review action.
- **B. You must add Request One-Time Payment as a subprocess of the Hire business process.**
- C. You must include the Signing Bonus one-time payment in the Compensation Package.
- D. The Request One-Time Payment business process needs to include an approval step.

正解: B

解説:

- * In Workday, one-time payments (like signing bonuses) must flow from Offer # Hire to remain consistent.
- * If the signing bonus added during Offer doesn't carry into Hire, it means the Hire business process is missing the Request One-Time Payment subprocess.
- * Adding it ensures that any one-time payments from the offer are automatically included in the hire event.

Why not the others?

- * A. Include in package# Package inclusion allows proposal but doesn't ensure carry-forward into Hire.
- * B. Add approval step# Workflow step won't fix missing subprocess link.
- * D. Update security policy# Security won't solve missing subprocess configuration.

References:

Workday Pro Compensation - Offer & Hire Integration: One-time payments carry into hire only if Request One-Time Payment is a subprocess.

質問 # 39

Airplane pilots receive a base salary as compensation. They also receive compensation based on the number of kilometers flown. The more they fly, the more they get paid. You need to create a plan to show estimated wages based on kilometers flown to include in an offer letter. What type of plan should you create?

- A. One-time payment plan
- B. Period salary plan
- **C. Unit salary plan**
- D. Unit-based allowance plan

正解: C

解説:

- * A Unit Salary Plan pays based on units worked (e.g., miles, credits, or kilometers).
- * In this case, pilots earn extra based on kilometers flown, making unit salary plan the correct choice.
- * It also supports estimation of wages for offer letters since you can project based on expected units.

Why not the others?

- * A. Unit-based allowance plan# Allowances are flat recurring payments, not tied to actual units worked.
- * B. One-time payment# Used for bonuses or ad hoc payments, not recurring per-unit pay.
- * D. Period salary plan# Handles additional pay periods, not per-unit payments.

References:

Workday Compensation Plans Training: Unit salary plans are designed for recurring, unit-driven pay like teaching credits or mileage.
Workday Community - Unit Salary Plans.

質問 # 40

A customer requires an additional month to be paid as per the country's legislative requirements. How do you configure this?

- A. Create a one-time payment plan.
- B. Create a percent-based merit plan.
- **C. Create a period salary plan with a multiplier of one month.**
- D. Create an amount-based allowance plan with plan profiles for each month.

正解: C

解説:

- * Some countries (e.g., Italy, Spain) legally require employees to be paid 13 or 14 times per year.
- * Workday supports this by using a Period Salary Plan with a multiplier, which allows additional months, weeks, or days of pay.
- * In this case, to meet the legislation for an extra month, configure the period salary plan with a 1-month multiplier.

Why not the others?

- * A. Amount-based allowance plan# Allowances are supplemental, not designed for legislated base salary multipliers.
- * B. Percent-based merit plan# Merit is performance-based, not a legislative requirement.
- * C. One-time payment plan# One-time payments are ad hoc, not recurring annual extra months.

References:

Workday Pro Compensation - Period Salary Plans: Used for countries with 13th/14th month pay requirements.
Workday Community - Regional Compensation Setup Guides.

質問 # 41

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Workday-Pro-Compensationテストの質問で提供されるサービスは、非常に具体的かつ包括的なものです。まず第一に、私たちのテスト材料は多くの専門家から来ています。材料の金含有量は非常に高く、更新速度は高速です。Workday-Pro-Compensation試験準備では、学習ニーズに応じていつでも最適な情報を見つけて、いつでも調整して完成させることができます。Workday-Pro-Compensation学習教材は、情報を提供するだけでなく、学習とレビューのスケジュールに従って、Workday-Pro-Compensation学習ガイドはお客様に合わせてカスタマイズされています。

Workday-Pro-Compensation資格トレーニング: <https://www.goshiken.com/Workday/Workday-Pro-Compensation-mondaishu.html>

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