

信賴的-ハイパスレートのWorkday-Pro-Compensation 科目対策試験-試験の準備方法Workday-Pro- Compensation問題サンプル



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プ: https://drive.google.com/open?id=1OnUPeIVSJ-D_abrj0bKuw9PABF-6sgl5

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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 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 2	<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 3	<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 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.
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科目対策 <<

**Workday-Pro-Compensation科目対策 - WorkdayProCompensationExamに
合格するための最も賢い選択**

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WorkdayProCompensationExam 認定 Workday-Pro-Compensation 試験問題 (Q47-Q52):

質問 # 47

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

One of the compensation administrators has made changes to the eligibility rule for the Sales and Australian plan profile, removing Sales employees. What impact will changing this eligibility rule have?

- A. Any Australian employee will have an allowance automatically added during a job change and Sales employees will have their allowance automatically removed during a job change.
- B. All Australian employees will automatically be enrolled in the plan.
- C. A system error will persist.
- D. Sales employees will automatically be removed from the plan.

正解: A

解説:

* If the eligibility rule for Sales / Australia profile is changed to remove "Sales," then all Australian employees (regardless of job family) become eligible.

* As a result:

* Any Australian employee moving roles will be assigned the allowance.

* Sales employees will no longer qualify, so their allowances are automatically removed during compensation/job changes.

Why not the others?

* A. Sales removed immediately# Removal only happens at a transaction/job change evaluation.

* C. All Australians automatically enrolled# Not automatic, triggered during job/comp events.

* D. System error# Not how Workday handles eligibility changes.

References:

Workday Pro Compensation - Allowance Plan Eligibility Rules: Eligibility changes are enforced during transactions (hire, job change, comp change).

Workday Community - Compensation Profiles and Eligibility Handling.

質問 # 48

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

正解: D

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 # 49

A manager is proposing compensation for an employee and is only able to assign the car allowance. When the compensation partner approves the compensation change, they are able to assign any allowance plan configured in the tenant, even if the employee is not eligible for those plans.

What security domain allows the compensation partner to assign allowance plans that the employee is not eligible for?

- **A. Add Compensation Plans: Add Allowance**
- B. Worker Data: Compensation for Managers
- C. Select Any Compensation Package
- D. Worker Data: Compensation Plan Type

正解: A

解説:

- * The scenario describes a compensation partner being able to assign any allowance plan, even when the employee is not eligible.
- * This is controlled by the security domain "Add Compensation Plans: Add Allowance", which allows users with access to bypass eligibility and directly assign allowance plans.

Why not the others?

- * A. Worker Data: Compensation Plan Type# Governs visibility to compensation data, not bypassing eligibility.
- * B. Select Any Compensation Package# Pertains to choosing packages, not adding allowance plans outside eligibility.
- * C. Worker Data: Compensation for Managers# Grants managers ability to propose comp, but does not override eligibility.

References:

Workday Pro Compensation - Security Domains for Compensation Plans: "Add Compensation Plans: Add Allowance" allows assignment of ineligible allowance plans.

質問 # 50

You have a seniority dynamic calculated plan to increase the amount of the plan every three years of an employee's employment. An employee reaches their sixth anniversary. What do you need to do to make sure this employee's plan updates with the new amount?

- A. You need to schedule a Mass Operation Management task to evaluate and update anyone assigned to the dynamic plan.
- B. You need to set up the Schedule Automatic Step Progression task so Workday is on schedule to process the calculation on the anniversary and change the amount for the employee.
- C. You need to create a custom audit report to identify employees who reach their anniversary, and then submit a Request Compensation Change to run the calculation and update the amount for the employee.
- **D. You do not need to do anything. Workday will check daily and automatically change the amount for the employee.**

正解: D

解説:

- * A seniority dynamic calculated plan automatically adjusts based on worker attributes such as length of service.
- * Workday evaluates dynamic calculations daily, ensuring that once an employee reaches their 3-year, 6-year, or other milestone, the plan amount updates automatically without manual intervention.

Why not the others?

- * A. Audit report + Request Compensation Change- Unnecessary; dynamic plans do not require manual updates.
- * B. Schedule Automatic Step Progression- That applies to step progression plans, not dynamic calculated plans.
- * C. Mass Operation Management- Used for bulk updates, but not required here because Workday auto-updates dynamic plans.

References:

Workday Pro Compensation - Dynamic Calculated Plans Guide:Dynamic plans are self-updating based on employee data, recalculated daily.

Workday Community - Dynamic Plan Functionality:Confirms no manual action is needed for anniversary- based increases.

質問 # 51

What report allows you to view each worker's compensation details including total base pay, compensation package, and compa-ratio, for one or more organizations that you manage or support, and optionally their subordinates?

- A. Employee Compensation Details by Job Profile
- B. Total Rewards
- **C. Compensation Spreadsheet**
- D. Employee Compensation Audit

正解: C

解説:

* The Compensation Spreadsheet report provides a detailed view of:

* Worker's total base pay.

* Assigned compensation package.

* Compa-ratio (position in range).

* Can be scoped by organizations and includes subordinates if required.

Why not the others?

* A. Total Rewards# Worker-facing summary report, not detailed comp admin view.

* B. Employee Compensation Details by Job Profile# Focused on jobs, not individual worker comp breakdown.

* D. Employee Compensation Audit# Audit mismatches, not full comp detail.

References:

Workday Pro Compensation - Reports Overview: Compensation Spreadsheet = detailed comp report by org.

質問 # 52

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