

Workday-Pro-Compensation資料勉強、Workday-Pro-Compensation模擬試験最新版



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Workday-Pro-Compensation認証試験に合格したいのは簡単ではなく、いい復習方法は必要です。我々はあなたに詳しい問題と答えがあるWorkday-Pro-Compensation問題集を提供します。この問題集は我々の経験がある専門家たちによって開発されています。我々のすばらしいWorkday-Pro-Compensation問題集はお客様の試験への成功を確保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">構成可能なセキュリティ: Workday Pro 報酬試験のこの領域では、構成可能なセキュリティによって報酬関連のデータとワークフローへの制御されたアクセスがどのように維持されるかに重点を置き、Workday セキュリティ管理者の専門知識を評価します。
トピック 2	<ul style="list-style-type: none">Workday 人材管理: Workday Pro 報酬試験のこの領域では、報酬機能を Workday 人材管理環境全体と整合させることに重点を置いて、HRIS アナリストのスキルを評価します。
トピック 3	<ul style="list-style-type: none">ビジネス プロセス管理 (BPM): ビジネス プロセス管理 (BPM) では、さまざまなアプローチを使用してビジネス プロセスを識別、設計、分析、評価、改良、自動化し、効率性を向上させます。
トピック 4	<ul style="list-style-type: none">報酬管理: 報酬管理とは、従業員の報酬および表彰プログラムの公正かつバランスのとれた管理を確保することに重点を置いた HR 分野を指します。
トピック 5	<ul style="list-style-type: none">運用レポート: データ システムでは、運用レポートによってリアルタイムの運用アクティビティと現在のパフォーマンスの詳細に関する情報が提供されます。

Workday Workday-Pro-Compensation模擬試験最新版 & Workday-Pro-Compensation模擬モード

PassTestの専門家チームが君の需要を満たすために自分の経験と知識を利用してWorkdayのWorkday-Pro-Compensation認定試験対策模擬テスト問題集が研究しました。模擬テスト問題集と真実の試験問題がよく似ています。一目でわかる最新の出題傾向でわかりやすい解説と充実の補充問題があります。

WorkdayProCompensationExam 認定 Workday-Pro-Compensation 試験問題 (Q38-Q43):

質問 # 38

You need to create a car allowance plan. In order for your compensation plan to be paid by payroll, you determine you need to create a compensation element. What task do you use to set up the compensation element?

- A. Maintain Compensation Element Groups
- B. Map Compensation Elements to Payroll Earnings
- **C. Maintain Compensation Elements**
- D. Edit Tenant Setup HCM

正解: **C**

解説:

When setting up a car allowance plan (or any allowance/compensation plan in Workday), you must ensure that it is tied to payroll through the correct compensation element.

Here's the breakdown of the options:

* Maintain Compensation Elements#

* This task is where you create, configure, and manage compensation elements.

* Every compensation plan (like salary, allowance, bonus) must be associated with a compensation element, which then links to payroll earnings for processing.

* For a car allowance, you would create a new compensation element (type = allowance) so that payroll can recognize and pay it.

* Maintain Compensation Element Groups

* This is used to group multiple compensation elements together for easier administration, reporting, or eligibility rules.

* It does not create the element itself, so it's not the right task here.

* Map Compensation Elements to Payroll Earnings

* This step is necessary after the element exists, to map the element to the correct payroll earning code (so payroll knows how to pay it).

* However, you can't map something that hasn't been created yet.

* Edit Tenant Setup HCM

* This is a higher-level tenant configuration task for broad HCM settings (security, defaults, integrations, etc.).

* It is not used for creating compensation elements.

The correct first step to create a car allowance compensation plan that can be processed by payroll is to use the task **Maintain Compensation Elements**.

References (Workday Pro Compensation knowledge & training):

* Workday Pro Compensation Training: Compensation elements are the foundation for linking plans to payroll. The "Maintain Compensation Elements" task is where new elements are created.

* Workday Community - Compensation Element Setup Guide: Clarifies the difference between creating (Maintain Compensation Elements), grouping (Maintain Compensation Element Groups), and mapping (Map Compensation Elements to Payroll Earnings).

* Workday Payroll & Compensation Integration Documentation: Requires elements to be defined before they can be mapped to earnings.

質問 # 39

For the past four years, your company offered employees a \$3,000 annual housing allowance plan. The company wants to increase this plan to \$3,500 annually and make sure the existing employees on the plan get the new amount granted to them.

How would you make this change so that new and existing employees receive the new amount?

- A. Create a new housing allowance plan for the new amount and add it to the compensation package.

- B. Run the Set Up Allowance Plan Adjustment task to change the amount and indicate that you want to adjust to new defaults for the employees.
- C. Use the Request Compensation Change process for the existing employees to edit the allowance plan to reflect the new amount.
- D. Edit the allowance plan with the new effective date and change the Plan Amount.

正解: B

解説:

- * To increase the housing allowance plan from \$3,000 to \$3,500 and update both new and existing employees:
 - * Use Set Up Allowance Plan Adjustment with option Adjust to New Defaults.
 - * This updates all employees on the plan to the new standard amount while ensuring future hires also default to the updated value.
- Why not the others?
- * A. Create a new plan# Creates unnecessary duplication, complicating reporting.
 - * B. Edit the allowance plan directly# Updates default for future, but not current employees.
 - * D. Request Compensation Change per employee# Manual, time-consuming, not scalable.

References:

Workday Pro Compensation - Allowance Plan Adjustments: "Adjust to New Defaults" is the method to update current assignments.

質問 # 40

What does the Gross Up checkbox on the one-time payment plan indicate?

- A. You want Workday to show the taxes to the user when requesting a one-time payment.
- B. You want Workday to automatically adjust the one-time payment so the employee receives the full amount after taxes.
- C. You want Workday to apply taxes on the one-time payment.
- D. You want Workday to require a compensation partner to manually update the gross up amount when requesting a one-time payment.

正解: B

解説:

- * Gross Up= Adjusting a payment so that after tax deductions, the employee takes home the intended net amount.
- * Example: If you want an employee to net \$1,000, and taxes are 20%, Workday will calculate and issue ~\$1,250 gross so the employee keeps \$1,000 after taxes.

Why not the others?

- * A. Show taxes to user# Not what Gross Up does.
- * B. Manual update required# Gross up is automated, not manual.
- * C. Apply taxes normally# Workday already applies taxes; gross up goes further by adjusting amounts.

References:

Workday Pro Compensation - One-Time Payment Plan Setup: Gross Up ensures net payment equals requested amount.
Workday Community - Gross Up Functionality.

質問 # 41

A compensation partner runs the Employee Compensation Step Progression Audit report and notices seven employees listed on the report.

What should you do?

- A. Use the Set Up Grade Job Profile Adjustment task to update the grade assigned to the employees on the report.
- B. Use the Schedule Automatic Step Progression task to move eligible employees to the next step.
- C. Use the Change Job business process to move the employees on the report to a new compensation grade and step.
- D. Use the Maintain Compensation Steps task and add a progression rule to the steps.

正解: B

解説:

- * progression but haven't yet been moved to the next step.
- * The corrective action is to run Schedule Automatic Step Progression, which processes all eligible employees and updates their step automatically.

Why not the others?

- * B. Maintain Compensation Steps + progression rule# Only needed if rules are missing. If employees appear, rules already exist.
- * C. Change Job# Not required; step progression is automated.
- * D. Set Up Grade Job Profile Adjustment# Used for grade changes, not step progression.

References:

Workday Pro Compensation - Step Progression Process: Audit report + Schedule Automatic Step Progression ensures progression is applied.

質問 # 42

A customer requires an additional month to be paid as per the country's legislative requirements.

How do you configure this?

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

正解: D

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 # 43

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