

実用的な Workday-Pro-Compensation試験対策書試験-試験の準備方法-最新の Workday-Pro-Compensation試験感想



BONUS!!! Jpexam 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=1LY69_mxTKn11cAJqz9nhfEDctVz84c9

一つには、当社の最も先進的なオペレーションシステムであり、最速の配信速度を保証でき、お客様の個人情報は弊社のオペレーションシステムによって自動的に暗号化されます。また、Workday-Pro-Compensationの実際の試験のオンラインアプリバージョンを使用すると、あらゆる種類の電子デバイスに関するトレーニング資料の質問を気軽に練習できます。さらに、Workday-Pro-Compensation試験問題の助けを借りて、お客様の合格率は98%~100%に達しました。近い将来、あなたの学習パートナーになることを楽しみにしています。

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">• Operational Reporting: In data systems, operational reporting provides insights into real-time operational activities and current performance details.
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">• 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 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試験対策書 <<

Workday Workday-Pro-Compensation試験感想、Workday-Pro-Compensation専門知識訓練

今の競争が激しい社会にあたり、あなたは努力して所有したいことがあります。IT職員にとって、Workday-Pro-

Compensation試験認定書はあなたの実力を証明できる重要なツールです。だから、Workday Workday-Pro-Compensation試験に合格する必要があります。それで、弊社の質高いWorkday-Pro-Compensation試験資料を薦めさせていただきます。

WorkdayProCompensationExam 認定 Workday-Pro-Compensation 試験問題 (Q42-Q47):

質問 # 42

What is the advantage of using default compensation for requisition compensation?

- A. Default compensation enables the establishment of compensation guidelines, plans, and plan amounts on a position.
- **B. Every applicant hired using the same job requisition receives consistent compensation values.**
- C. You can view the eligible plans when proposing compensation using the By Compensation Package and Rule or By Compensation Rule options.
- D. Every employee who hires into that position receives the same compensation values.

正解: B

解説:

* Default compensation for requisition compensation ensures that all hires from a requisition default to the same plan amounts/rates, supporting consistency in offers.

* This prevents discrepancies between candidates applying for the same role and requisition.

Why not the others?

* A. Guidelines on a position# Position compensation is separate from requisition compensation.

* C. Every employee in position receives same compensation# Controlled by position defaults, not requisition.

* D. Eligible plans view# That's determined by compensation package setup, not requisition defaults.

References:

Workday Pro Compensation - Requisition Compensation Defaults: Ensures consistency of compensation values for all hires through the requisition.

Workday Community - Recruiting Compensation Configuration.

質問 # 43

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-based allowance plan
- **D. Unit salary plan**

正解: D

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 # 44

You want to display only relevant compensation plan sections during the Propose Compensation Change step of the Change Job business process, either for an internal job change or an internal hire.

What setting will enable Workday to determine the relevant plan sections to display based on worker eligibility and the security permissions for the user performing the compensation change?

- A. Hide Total Salary & Allowances
- B. Enable Eligibility Rule Performance Enhancement for Compensation Plan Profiles
- **C. Enable Dynamic Display for Compensation Plan Sections**
- D. Enable Compensation Setup Segment Security

正解: C

解説:

* The Dynamic Display option controls whether Workday shows only relevant compensation plan sections during transactions like Propose Compensation Change.

* It evaluates:

* Worker eligibility rules (which plans apply).

* User security permissions (what the initiator can see).

* This ensures users only see compensation sections relevant to their context, reducing clutter and errors.

Why not the others?

* A. Segment security# Controls data security, not dynamic display.

* C. Hide Total Salary & Allowances# Hides totals, doesn't manage section visibility.

* D. Eligibility Rule Performance Enhancement# Improves performance, not visibility.

References:

Workday Pro Compensation - Dynamic Display Settings: Ensures streamlined Propose Compensation Change process.

質問 # 45

A customer has several one-time payment plans within a tenant. They want to ensure that during a payment event a single one-time payment is submitted.

How should this be configured?

- A. Segment security to the Domain: One Time Payment
- **B. Do not enable Multiple One-Time Payments within the Edit Tenant Setup - HCM > Compensation**
- C. Use a rule-based business process definition
- D. Enable Multiple One-Time Payments within the Edit Tenant Setup - HCM > Compensation

正解: B

解説:

* If you want to restrict employees so they can only submit a single one-time payment per payment event, you must ensure that Multiple One-Time Payments is not enabled in tenant setup.

* When disabled, Workday enforces one plan per effective date/reason.

Why not the others?

* A. Segment security# Controls data access, not number of payments allowed.

* B. Rule-based BP# Governs approvals/workflow, not structural system behavior.

* C. Enable Multiple One-Time Payments# Would allow multiple entries (opposite of requirement).

References:

Workday Pro Compensation - Tenant Setup for One-Time Payments.

質問 # 46

You are creating a compensation package.

What can you add to the compensation package?

- A. Future payment plan
- B. Calculated plan
- C. Retirement plan
- **D. One-time payment plan**

正解: D

解説:

* A compensation package is a grouping of multiple compensation plans (salary, allowances, one-time payments, bonuses, etc.).

* Workday allows you to bundle one-time payment plans into a package (e.g., relocation bonus, signing bonus).

Why not the others?

* A. Retirement plan# Benefits plans are not part of comp packages.

* C. Calculated plan# Standalone, not typically added to comp packages.

* D. Future payment plan# Not a Workday plan type.

References:

Workday Pro Compensation - Compensation Package Setup: Lists allowable plan types (salary, allowance, one-time payment).

Workday Community - Offer Package Setup.

質問 # 47

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