Workday-Pro-Compensation인기자격증 - Workday-Pro-Compensation최신버전시험자료

참고: Itexamdump에서 Google Drive로 공유하는 무료 2026 Workday Workday-Pro-Compensation 시험 문제집이 있습니다: https://drive.google.com/open?id=1IGLtaDgtUUdtzyqbT6lp2Urrt53T6mMJ

Itexamdump선택으로Workday Workday-Pro-Compensation시험을 패스하도록 도와드리겠습니다. 우선 우리Itexamdump사이트에서Workday Workday-Pro-Compensation관련자료의 일부 문제와 답 등 샘플을 제공함으로 여러분은 무료로 다운받아 체험해보실 수 있습니다. 체험 후 우리의Itexamdump에 신뢰감을 느끼게 됩니다. Itexamdump에서 제공하는 Workday Workday-Pro-Compensation덤프로 시험 준비하세요. 만약 시험에서 떨어진다면 덤프전액환불을 약속 드립니다.

Workday Workday-Pro-Compensation 시험요강:

주제	소개
주제 1	• 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 2	• 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 3	• Compensation Management: Compensation management refers to the HR discipline focused on ensuring fair and balanced administration of employee rewards and recognition programs.
주제 4	• Operational Reporting: In data systems, operational reporting provides insights into real-time operational activities and current performance details.

주제 5	• 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.

Workday-Pro-Compensation최신버전 시험자료 & Workday-Pro-Compensation최신 인증시험정보

우리사이트가 다른 덤프사이트보다 우수한 점은 바로 자료들이 모두 전면적이고 적중률과 정확입니다. 때문에 우리Itexamdump를 선택함으로Workday인증Workday-Pro-Compensation시험준비에는 최고의 자료입니다. 여러분이 성공을 위한 최고의 자료입니다.

최신 Human Capital Management Workday-Pro-Compensation 무료샘플문제 (Q54-Q59):

질문 # 54
Refer to the following scenario to answer the question below.
A company with salaried and hourly employees has headquarters in London with additional offices in New York and Milan. What configuration allows the company to enter one total compensation amount for employees based in Milan?

- A. Manage Basis Total
- B. Total Base Pay
- C. Eligible Earnings Override
- D. Total Salary & Allowances

정답：A

설명：
* The company wants to enterone total compensation amountfor Milan employees instead of entering salary, allowance, and bonus separately.
* This is achieved byManage Basis Total, which allows admins to configuretotal comp entryat the worker level while Workday allocates automatically across plans.
* This simplifies data entry for regions where comp is communicated as atotal package.
Why not the others?
* A. Eligible Earnings Override# Used for payroll overrides, not comp plan entry.
* C. Total Base Pay# Only includes salary + base pay elements, not full compensation package.
* D. Total Salary & Allowances# Not a standard Workday configuration option; the correct feature isManage Basis Total.
References:
Workday Pro Compensation - Manage Basis Total Functionality:Used when companies pay/track one total amount for comp.
Workday Community - European Compensation Configurations (Italy, Milan case).
#Final Verified answer: B. Manage Basis Total

질문 # 55
A customer requires an additional month to be paid as per the country's legislative requirements.
How do you configure this?

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

정답：B

설명：
* Some countries (e.g., Italy, Spain) legally require employees to be paid13 or 14 times per year.

* Workday supports this by using aPeriod Salary Planwith amultiplier, which allows additional months, weeks, or days of pay.
* In this case, to meet the legislation for an extra month, configure theperiod 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.

질문 # 56
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 last day of the pay period plus one day.
- B. On the actual end date.
- C. On the last day of the month plus one day.
- D. On the actual end date plus one day.

정답：D

설명：
* In Workday, when you set anActual End Dateon a compensation plan, the plan remains activethrough that date.
* Workday automaticallyremoves the plan the day afterthe entered actual end date.
* Example: If Actual End Date = March 31, the plan is removed effectiveApril 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 validthroughthe 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 # 57
You are creating a compensation package.
What can you add to the compensation package?

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

정답：D

설명：
* Acompensation packageis a grouping of multiple compensation plans (salary, allowances, one-time payments, bonuses, etc.).
* Workday allows you tobundle one-time payment plansinto 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.

질문 # 58
After creating a new allowance plan, how can you assign the plan to all eligible employees?

- A. Run the Compensation Plan Assignment Audit report to identify employees eligible for the plan and enter via Request Compensation Changes.
- B. Use the Rollout Compensation Plans to Employees task and select the Eligibility Rule that identifies your eligible population.
- C. Use the Employee Compensation Plans - Allowance report to identify eligible employees and enter via Change Job events.
- D. Use the View Compensation Plan Rollout Process task to assign eligible employees to the plan.

정답：B

설명：
* After creating a newallowance plan, you must assign it to all employees who qualify.
* TheRollout Compensation Plans to Employeestask is the standard Workday process that mass-assigns plans to all workers who meet the eligibility rules.
* This ensures bothcurrent and future eligible employeesreceive the plan automatically.
Why not the others?
* B. View Compensation Plan Rollout Process# Monitoring tool, not an assignment process.
* C. Compensation Plan Assignment Audit# Audit/reporting only, does not assign.
* D. Employee Compensation Plans - Allowance report# Reporting only; still requires manual actions.
References:
Workday Pro Compensation - Rollout Compensation Plans Process: Ensures eligible employees are assigned plans in bulk.

질문 # 59
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Itexamdump의Workday인증 Workday-Pro-Compensation덤프공부가이드에는Workday인증 Workday-Pro-Compensation시험의 가장 최신 시험문제의 기출문제와 예상문제가 정리되어 있어Workday인증 Workday-Pro-Compensation시험을 패스하는데 좋은 동반자로 되어드립니다. Workday인증 Workday-Pro-Compensation시험에서 떨어지는 경우 Workday인증 Workday-Pro-Compensation덤프비용전액 환불신청을 할수 있기에 보장성이 있습니다.시험적중율이 떨어지는 경우 덤프를 빌려 공부한 것과 같기에 부담없이 덤프를 구매하셔도 됩니다.

Workday-Pro-Compensation최신버전 시험자료：https://www.itexamdump.com/Workday-Pro-Compensation.html

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- Workday-Pro-Compensation높은 통과율 시험대비 공부자료 🔗 Workday-Pro-Compensation퍼펙트 덤프공부자료 🔗 Workday-Pro-Compensation퍼펙트 덤프공부자료 🔗 《 Workday-Pro-Compensation 》를 무료로 다운로드하려면🔗 kr.fast2test.com 🔗웹사이트를 입력하세요Workday-Pro-Compensation최신 인증시험 기출문제
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