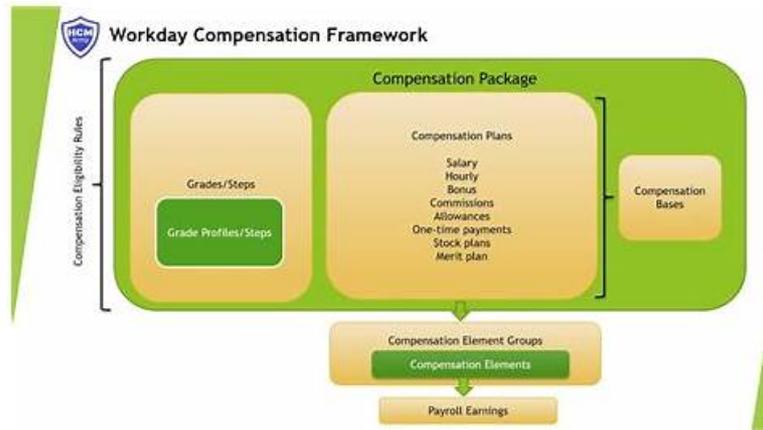


# 最新のWorkday-Pro-Compensation的中率 |最初の試行 で簡単に勉強して試験に合格する &よくできた Workday-Pro-Compensation: WorkdayProCompensationExam



それでも、インターネットでプロのWorkday-Pro-Compensationテストガイドを購入することについて心配しすぎている場合、それは非常に正常なことです。有用な認定Workday-Pro-Compensationガイド資料は、半分の作業で2つの結果が得られるよう準備するのに役立ちます。Workday-Pro-Compensation試験の品質について検討する場合は、Workday-Pro-Compensation試験問題のデモを無料でダウンロードできます。Workday-Pro-Compensationスタンディガイドで、お客様のニーズと疑問を慎重に考えました。当社の認定Workday-Pro-Compensationガイド資料は、このラインで10年以上働いた経験のある専門家によって収集および編集されています。

## 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"> <li>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。</li> </ul>                              |
| トピック 2 | <ul style="list-style-type: none"> <li>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。</li> </ul>                                  |
| トピック 3 | <ul style="list-style-type: none"> <li>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。</li> </ul>   |
| トピック 4 | <ul style="list-style-type: none"> <li>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。</li> </ul>   |
| トピック 5 | <ul style="list-style-type: none"> <li>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。</li> </ul> |

>> Workday-Pro-Compensation的中率 <<

Workday-Pro-Compensation試験の準備方法 | 完璧な Workday-Pro-Compensation的中率試験 | ユニークな WorkdayProCompensationExamダウンロード

電子デバイスでの学習は、実際の研究に触れることに反します。Workday-Pro-Compensation試験ダンプは、試験資料の世界有数のプロバイダーの1つとして知られていますが、その内容についてはまだ疑わしいかもしれません。したがって、特に今後の参考のためにいくつかのデモを提供し、それらのダウンロードに対して料金を請求しないことを約束します。その後、Workday-Pro-Compensationテストの質問を使用することが適切かどうかはわかります。明確な説明を提供するために回答と質問が用意されています。ダウンロードに問題がある場合は、必ずサービスにアクセスしてください。

## WorkdayProCompensationExam 認定 Workday-Pro-Compensation 試験問題 (Q29-Q34):

### 質問 # 29

What report allows you to view the compensation components that the worker is assigned and eligible for, unassigned and eligible for, and assigned and ineligible for?

- A. Compensation Summary
- B. Employee Compensation Details by Job Profile
- C. Compensation Rule Assignment
- **D. Employee Compensation Audit**

正解: D

解説:

- \* The Employee Compensation Audit report shows, for each worker:
  - \* Assigned & eligible compensation components.
  - \* Unassigned but eligible components.
  - \* Assigned but ineligible components.
- \* This makes it the primary tool for validating comp assignments against eligibility rules.

Why not the others?

- \* A. Employee Compensation Details by Job Profile# Focuses on job profiles, not assignment eligibility.
- \* C. Compensation Summary# Summary-level report, not eligibility vs. assignment detail.
- \* D. Compensation Rule Assignment# Shows rules applied to plans, not worker assignment detail.

References:

Workday Pro Compensation - Employee Compensation Audit Guide.

### 質問 # 30

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 do not need to do anything. Workday will check daily and automatically change the amount for the employee.**
- B. 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.
- C. You need to schedule a Mass Operation Management task to evaluate and update anyone assigned to the dynamic plan.
- D. 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.

正解: A

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 # 31

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

正解: A

解説:

\* The company wants to enter one total compensation amount for Milan employees instead of entering salary, allowance, and bonus separately.

\* This is achieved by Manage Basis Total, which allows admins to configure total comp entry at the worker level while Workday allocates automatically across plans.

\* This simplifies data entry for regions where comp is communicated as a total 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 is Manage 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

### 質問 # 32

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

正解: D

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 # 33

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

正解: A

解説:

\* In Workday, one-time payments (likesigning bonuses) must flow fromOffer # Hireto remain consistent.

\* If the signing bonus added duringOfferdoesn't carry intoHire, it means theHire business processis missing theRequest 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 # 34

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近年、IT領域で競争がますます激しくなります。IT認証は同業種の欠くことができないものになりました。あなたはキャリアで良い昇進のチャンスを持ちたいのなら、Xhs1991のWorkdayのWorkday-Pro-Compensation「WorkdayProCompensationExam」試験トレーニング資料を利用してWorkdayの認証の証明書を取ることは良い方法です。現在、WorkdayのWorkday-Pro-Compensation認定試験に受かりたいIT専門人員がたくさんいます。Xhs1991の試験トレーニング資料はWorkdayのWorkday-Pro-Compensation認定試験の100パーセントの合格率を保証します。

**Workday-Pro-Compensationダウンロード:** <https://www.xhs1991.com/Workday-Pro-Compensation.html>

- 検証済みのWorkday-Pro-Compensation的中率を使用してWorkday Workday-Pro-Compensation: WorkdayProCompensationExam 試験を効果的に準備する □ Open Webサイト[ [www.xhs1991.com](http://www.xhs1991.com) ]検索 □ Workday-Pro-Compensation □ 無料ダウンロードWorkday-Pro-Compensation模擬練習
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