

検証する Workday-Pro-Compensation日本語版参考資料 &合格スムーズWorkday-Pro-Compensation資格取得講座 |最新のWorkday-Pro-Compensation試験時間



P.S. MogiExamがGoogle Driveで共有している無料かつ新しいWorkday-Pro-Compensationダウンロード: <https://drive.google.com/open?id=1BT2heB5fuKg9mHVZQrRCkCiah1dL4FZh>

我々は弊社のWorkday-Pro-Compensation問題集を利用するあなたは一発で試験に合格できると信じています。我々はIT業界の権威で専門家たちは数年以来の努力を通して、Workday-Pro-Compensation問題集の開発に就いています。我々のWorkday-Pro-Compensation問題集を利用してから、あなたは短い時間でリラックスして試験に合格することができるだけでなく、試験に必要な技能を身につけることもできます。

安全で信頼できるウェブサイトとして、あなたの個人情報の隠しとお支払いの安全性を保障していますから、弊社のWorkdayのWorkday-Pro-Compensation試験ソフトを安心にお買いください。弊社のMogiExamは最大なるIT試験のための資料庫ですので、ほかの試験に興味があるなら、MogiExamで探したり、弊社の係員に問い合わせたりすることができます。心よりご成功を祈ります。

>> Workday-Pro-Compensation日本語版参考資料 <<

試験の準備方法-認定するWorkday-Pro-Compensation日本語版参考資料 試験-最高のWorkday-Pro-Compensation資格取得講座

もう既にWorkdayのWorkday-Pro-Compensation認定試験を申し込みましたか。「もうすぐ試験の時間なのに、まだ試験に合格する自信を持っていないのですが、どうしたらいいでしょうか。何か試験に合格するショートカットがあるのですか。試験参考書を読み終わる時間も足りないですから…」いまこのような気持ちがありますか。そうしても焦らないでくださいよ。試験を目前に控えても、ちゃんと試験に準備するチャンスもあります。何のチャンスですかと聞きたいでしょう。それはMogiExamのWorkday-Pro-Compensation問題集です。これは効果的な資料で、あなたを短時間で試験に十分に準備させることができます。この問題集の的中率がとても高いですから、問題集に出るすべての問題と回答を覚える限り、Workday-Pro-Compensation認定試験に合格することができます。

Workday Pro Compensation Exam 認定 Workday-Pro-Compensation 試験問題 (Q15-Q20):

質問 # 15

Your company would like to automatically increase pay after 12 months of employment, but only after 400 hours worked. What configuration will achieve this on compensation steps?

- A. Set a progression rule that counts the number of hours worked.
- B. Set a duration of 12 months.
- **C. Set a duration of 12 months and a step progression rule that counts the number of hours worked.**
- D. Select the "Assign first step during compensation proposal" checkbox and set a progression rule that counts 12 months.

正解: C

解説:

In Workday Compensation, step progression is controlled through a combination of duration (time-based eligibility) and progression rules (additional conditions, like hours worked or performance).

Here's how the scenario breaks down:

* Requirement 1 - 12 months of employment

* Workday supports step duration, where you can specify that an employee must remain at a step for a defined period before being eligible for the next step.

* Setting a duration of 12 months ensures that the employee only becomes eligible for a step increase after completing a year in the role.

* Requirement 2 - 400 hours worked

* Workday allows you to configure step progression rules that evaluate conditions beyond time, such as hours worked, performance ratings, or other calculated fields tied to the worker.

* A progression rule counting the number of hours worked ensures that the pay increase is not triggered until the employee meets the required 400 hours.

* Why not the other options?

* A. Assign first step during compensation proposal + 12 months rule- This would only apply the first step, but it doesn't enforce the "400 hours worked" requirement.

* B. Hours worked only- This ignores the requirement of 12 months of employment.

* C. Duration of 12 months only- This ignores the requirement of 400 hours worked.

Thus, only D (duration + step progression rule) satisfies both conditions simultaneously.

References (from Workday Pro Compensation knowledge & learning resources):

* Workday Compensation - Step Progression Configuration: Duration enforces time-in-step, while progression rules allow conditions such as hours worked or performance-based eligibility.

* Workday Pro Training Materials (Compensation module): Step increase rules require combining duration with eligibility/progression conditions for multi-criteria automation.

* Workday Community - Compensation Step Progression Guide: Confirms that when multiple criteria must be met (e.g., tenure and hours worked), they must be configured in both the duration setting and the progression rule logic.

質問 # 16

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. A system error will persist.
- **B. 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.**
- C. All Australian employees will automatically be enrolled in the plan.
- D. Sales employees will automatically be removed from the plan.

正解: B

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 # 17

You created a new one-time payment plan and enabled employees to request payments for themselves. While testing, you notice that an existing custom validation for the Request One-Time Payment process also applies to the Request One-Time Payment for Self process.

How can you ensure these validations do not run for employees requesting one-time payments for themselves?

- A. Remove Employee as Self from the Worker Data: Request One-Time Payment security domain.
- **B. Use Maintain Custom Validations and use One Time Payment Event for Self field to exclude these types of events.**
- C. Use Maintain Custom Validations and add new validations that should apply only for employees requesting one-time payments for themselves.
- D. Use Configure Options Fields for Request One Time Payment for Self to exclude the fields that are triggering the validations.

正解: B

解説:

* Maintain Custom Validations allows you to refine which events validations apply to.

* Workday distinguishes between Request One-Time Payment (manager/HR initiated) and Request One-Time Payment for Self (employee initiated).

* By using the One Time Payment Event for Self field, you can exclude self-service events from being validated by the existing custom validations.

Why not the others?

* B. Add new validations# Would duplicate rules rather than exclude them.

* C. Remove Employee as Self from security domain# Would block employees from submitting requests, not exclude validations.

* D. Configure Options Fields# Controls fields displayed, not validation logic.

References:

Workday Pro Compensation - Custom Validations Guide: Validations can be scoped to specific business processes, including "for self" variants.

Workday Community - One-Time Payment Event for Self Validation Handling.

質問 # 18

A company needs a \$500 monthly car allowance for its sales team, paid as a flat amount. The allowance should only be for employees in the Sales job family.

How should you configure this allowance plan?

- **A. Create an amount-based allowance plan, specifying \$500 as the amount, monthly frequency. Create an eligibility rule for the Sales job family and assign it to the plan.**
- B. Create a percent-based allowance plan, specifying the percentage of base pay to equal \$500 monthly. Create an eligibility rule for the Sales job family and assign it to the plan.
- C. Create a unit-based allowance plan, specifying the number of units and per-unit amount to total \$500 monthly. Create an eligibility rule for the Sales job family and assign it to the plan.
- D. Create a reimbursable allowance plan, specifying \$500 as the reimbursement amount. Create an eligibility rule for the Sales

job family and assign it to the plan.

正解: A

解説:

- * The requirement is a flat \$500 monthly allowance for Sales employees.
- * Amount-based allowance plan is the correct choice since it supports fixed, recurring payments in a defined currency and frequency.
- * Adding an eligibility rule ensures only employees in the Sales job family are assigned this allowance.

Why not the others?

- * A. Unit-based allowance plan# Used when pay is based on number of units (e.g., kilometers, credits), not flat amounts.
- * B. Percent-based allowance plan# Tied to % of base pay, not a fixed dollar figure.
- * D. Reimbursable allowance plan# Used for expense reimbursements, not recurring flat compensation.

References:

Workday Pro Compensation Training - Allowance Plan Types: Amount-based plans = recurring fixed amounts.

Workday Community - Allowance Plan Configurations.

質問 # 19

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

The HR administrator has made some changes to the Sales job family. The job family now contains the job profile Sales Analyst. When accessing the Employee Compensation Audit report, what column will highlight the allowance plan for the Sales Analyst?

- A. Assigned Ineligible Compensation Components
- B. This plan won't appear on the report
- C. Unassigned Eligible Compensation Components
- D. Assigned Eligible Compensation Components

正解: C

解説:

- * The Employee Compensation Audit Report highlights mismatches between eligibility rules and actual assignments.
- * Since Sales Analyst is part of Sales job family but eligibility rules may not yet reflect this new job profile, the allowance plan appears under Unassigned Eligible Compensation Components# meaning the employee is eligible but has not yet been assigned the component.

Why not the others?

- * A. Won't appear# It will appear, because Sales job family has a profile.
- * B. Assigned Eligible Compensation Components# Only if already assigned.
- * D. Assigned Ineligible Compensation Components# Not correct, because Sales Analyst job profile makes them eligible.

References:

Workday Pro Compensation - Audit Reporting: Explains difference between Assigned Eligible, Unassigned Eligible, and Assigned Ineligible.

Workday Community - Compensation Audit Report Usage.

質問 # 20

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Workday-Pro-Compensation資格取得講座: <https://www.mogixam.com/Workday-Pro-Compensation-exam.html>

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