

Workday-Pro-HCM-Core日本語版と英語版、Workday-Pro-HCM-Core最新テスト



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>> Workday-Pro-HCM-Core日本語版と英語版 <<

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Workday Pro HCM Core Certification Exam 認定 Workday-Pro-HCM-Core 試験問題 (Q60-Q65):

質問 # 60

What is a Workday standard report?

- A. A report to export data for external analysis
- B. A customized report for specific organizational needs
- **C. A delivered predefined report**
- D. An ad-hoc report for on-the-fly analytics

正解: C

解説:

A Workday standard report refers to a delivered, predefined report that is built and maintained by Workday.

These reports are available out-of-the-box and are designed to support common and essential business processes and analytics across HCM, Finance, and other Workday modules. Users can run standard reports immediately without needing to create them from scratch, and they often serve as a base for custom reporting when further refinement or filtering is necessary.

Workday provides hundreds of these reports covering a broad range of functionality—examples include

"Employee Roster", "All Positions", "Business Process Transactions", etc. These reports are typically domain-secured, which means access to them is governed by user security and data access permissions.

As per the Workday Pro HCM Reporting Study Guide, standard reports are also known as "delivered reports" and often include pre-configured prompts and formatting that align with Workday best practices.

Workday Pro HCM -Reporting and Analytics Fundamentals, "Standard Reports Overview" section.

質問 # 61

You created a new one-time payment plan and enabled employees to request payments for themselves.

During testing, you notice that an existing custom validation for the Request One-Time Payment business 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. Use Maintain Custom Validations and add new validations that apply only to employee self-requests.
- **B. Use Maintain Custom Validations and use the One-Time Payment Event for Self field to exclude these event types.**
- C. Use Configure Optional Fields for Request One-Time Payment for Self to exclude the fields triggering the validations.
- D. Remove Employee as Self from the Worker Data: Request One-Time Payment security domain.

正解: B

解説:

In Workday, custom validations are evaluated based on business process context, including the event type that triggered the process. The Request One-Time Payment and Request One-Time Payment for Self are separate event types, even though they share similar functionality.

To prevent existing validations from running for employee self-service requests, administrators must explicitly exclude the self-service event type within the validation logic. This is done using the Maintain Custom Validation task, where conditions can be added to evaluate the One-Time Payment Event for Self field.

Security changes are not appropriate because the requirement is to allow the process but exclude validations.

Optional field configuration does not control validation execution. Creating additional validations does not stop existing ones from firing.

By excluding the One-Time Payment Event for Self event type within the validation, Workday ensures validations continue to apply to administrator-initiated requests but not to employee self-service requests.

Therefore, option C is the correct and Workday-supported solution.

質問 # 62

A company is in the process of introducing pay ranges for specific job profiles to ensure fair and competitive compensation. These pay ranges are implemented as compensation grades in Workday.

What role do compensation grades fulfill within the Workday compensation framework?

- A. To provide guidance to any security group in order to calculate which compensation basis is required for each employee.

- B. To provide guidance to any security group who has the ability to enter specific pay rates during a transaction.
- C. To provide guidance to any security group so they can connect a salary amount to payroll earnings.
- D. To provide guidance to any security group who has the ability to determine the employee's eligibility for overtime pay.

正解: B

解説:

In Workday HCM, compensation grades are a foundational component of the compensation framework and are primarily used to define pay ranges (minimum, midpoint, and maximum) for roles within the organization. These grades are typically associated with job profiles, positions, or job families to ensure internal equity and market competitiveness.

From a transactional perspective, compensation grades guide users with appropriate security access—such as HR Partners or Compensation Partners—when entering or proposing compensation amounts during staffing and compensation events. When a worker is hired, promoted, transferred, or receives a compensation change, the assigned compensation grade determines the acceptable pay range that can be entered in the transaction. This ensures consistency, compliance with company policy, and alignment with compensation strategy.

Compensation grades do not calculate compensation basis, connect compensation to payroll earnings, or determine overtime eligibility. Those functions are handled by compensation basis rules, payroll mappings, and time tracking or FLSA status configurations, respectively. Instead, compensation grades act as reference structures that inform and constrain compensation entry, often working in conjunction with compensation plans and guidelines.

Additionally, compensation grades can be used in reporting and analytics to compare compensation across roles and to identify exceptions where pay falls outside the defined range. Overall, their primary purpose is to provide guidance and controls for entering specific pay rates, making option D the correct answer according to Workday Pro HCM best practices.

質問 # 63

An end user is creating a new cost center. What determines the values that the user can select in the subtype field?

- A. Subtypes that default based on the role of the end user.
- B. Subtypes that Workday recommends be used for the Cost Center organization type.
- C. Subtypes that default based on the location of the cost center.
- D. Subtypes configured to be used for the Cost Center organization type.

正解: D

解説:

Comprehensive and Detailed Explanation (Paraphrased from Workday Pro HCM Core - Organizations Configuration and Setup Guide, 2023R2):

The values available in the Subtype field when creating a new Cost Center are determined by the subtypes configured for that specific organization type. Each organization type (e.g., Company, Cost Center, Region, or Supervisory) can have one or more associated subtypes that define additional categorization or behavior.

During configuration, administrators define which subtypes are valid for each organization type. Hence, when an end user creates a Cost Center, only the subtypes associated with the "Cost Center" organization type will appear in the selection list.

Options A, C, and D are incorrect because subtypes are not influenced by location, user role, or system recommendations— they are strictly defined in the configuration setup.

Reference (Paraphrased Source):

Workday Pro HCM Core - Organizations Configuration Guide (2023R2), Section: "Defining Organization Types and Subtypes."

質問 # 64

A company pays its employees a monthly allowance. Plan targets depend on plan profile eligibility rules.

Sample eligibility includes:

- * 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 updates the Sales job family so it now contains the job profile Sales Analyst.

When accessing the Employee Compensation Audit report, which column will highlight the allowance plan for the Sales Analyst?

- A. Assigned Eligible Compensation Components
- B. Unassigned Eligible Compensation Components
- C. Assigned Ineligible Compensation Components

- D. This plan won't appear on the report

正解: B

解説:

The Employee Compensation Audit report in Workday is designed to identify discrepancies between eligibility and actual plan assignment. It compares whether employees should be assigned to compensation plans based on eligibility rules versus whether they are currently assigned.

In this scenario, the Sales Analyst job profile was newly added to the Sales job family. As a result, Sales Analysts now meet the eligibility criteria for the Sales allowance plan. However, unless a compensation event (such as Hire, Job Change, or Compensation Change) has occurred, the allowance plan may not yet be assigned.

When an employee is eligible for a plan but not currently assigned, Workday flags this discrepancy under Unassigned Eligible Compensation Components. This column highlights compensation plans that should be assigned based on current eligibility but are missing.

Assigned Ineligible Compensation Components would only apply if the employee had the plan but no longer qualified. The plan will appear on the report because eligibility exists.

Therefore, the correct column is Unassigned Eligible Compensation Components, making option A correct.

質問 # 65

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