

試験の準備方法-実際のWorkday-Pro-Compensation 問題数試験-有難いWorkday-Pro-Compensation関連資 格知識



BONUS!!! Jpshiken 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=14LaAlbAc-4qV450qhHVlj_AyYx_kWQi_

JpshikenのWorkday-Pro-Compensation資料を言及するたびに、多くの人の反応は高い出題率です。Workday認証に参加する人が不安の状態から平静になって、試験に順調に合格しました。新しい資料がないなら、努力だけが不足です。Workday-Pro-Compensation試験に合格したいなら、我々の全面的な資料を参考として試験を準備しましょう。

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">Operational Reporting: In data systems, operational reporting provides insights into real-time operational activities and current performance details.
トピック 2	<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 3	<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 4	<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 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-Compensation問題数 <<

素晴らしいWorkday-Pro-Compensation問題数 & 合格スムーズWorkday-Pro-Compensation関連資格知識 | 最新のWorkday-Pro-Compensation受験記対策

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WorkdayProCompensationExam 認定 Workday-Pro-Compensation 試験問題 (Q39-Q44):

質問 # 39

You need to identify employees assigned to bonus plans for which they are not eligible. What report will you use?

- A. View Rollout Compensation Plan Rollout Process
- **B. Employee Compensation Audit**
- C. Compensation Spreadsheet
- D. Employees Assigned Multiple Bonus Plans

正解: B

解説:

- * TheEmployee Compensation Audit reportidentifies mismatches, such as employees:
 - * Assigned to comp plans for which they are not eligible.
 - * Missing comp plans they should have.
 - * It is the standard audit tool for verifying eligibility alignment with assigned compensation.
- Why not the others?
 - * B. Rollout Process report# Tracks rollout actions, not eligibility mismatches.
 - * C. Employees Assigned Multiple Bonus Plans# Only checks duplicate plan assignments.
 - * D. Compensation Spreadsheet# Used for review/updates, not eligibility audits.

References:

Workday Pro Compensation - Audit Reports:Employee Compensation Audit identifies eligibility issues.

#Final Verified answer: A. Employee Compensation Audit.

質問 # 40

What report lists all compensation components using any eligibility rule?

- A. Compensation Spreadsheet
- B. Employee Compensation Audit
- **C. Compensation Rule Assignment**
- D. Compensation Changes

正解: C

解説:

- * TheCompensation Rule Assignment reportlistsall compensation components (plans, packages, elements, etc.) that are using eligibility rules.
- * This helps administrators verify where and how eligibility rules are applied across the system.

Why not the others?

- * B. Employee Compensation Audit# Focuses on mismatches between eligibility and assignments, not all rules in use.
- * C. Compensation Spreadsheet# Shows comp details, not eligibility rules.
- * D. Compensation Changes# Tracks transaction history, not rule assignments.

References:

Workday Pro Compensation - Audit & Reporting Tools:Rule Assignment report = all components tied to rules.

質問 # 41

A company wants to create a compensation basis for their sales team. This basis should include:

- * Base salary
- * Monthly commission earnings
- * Quarterly bonus plan

How should they configure this compensation basis?

- A. Use the total salary and allowances compensation basis and add the bonus plan.
- B. Define a new compensation grade and assign the relevant compensation plans.
- C. Create a calculation compensation basis, including salary, commission, and bonus plan.
- **D. Create a configurable compensation basis, including salary, commission, and bonus plan.**

正解: D

解説:

- * A configurable compensation basis allows you to define what plans contribute to compensation calculations.
- * For the sales team, the basis should include:
 - * Base salary (salary plan).
 - * Monthly commission earnings (commission plan).
 - * Quarterly bonus plan (bonus plan).
- * Configurable compensation bases are designed for flexible aggregation of multiple comp plans.

Why not the others?

- * B. Total salary and allowances basis# Covers only salary + allowance, does not include bonus /commission.
- * C. Compensation grade# Defines ranges, not aggregation of comp plans.
- * D. Calculation compensation basis# Not a Workday configuration type (confusion with calculated fields).

References:

Workday Pro Compensation - Configurable Compensation Bases: Allow inclusion of salary, allowances, commissions, bonuses.

質問 # 42

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

正解: B

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 # 43

An employee is currently in the process of being transferred to a new location via the change job business process. Prior to this transfer they were intentionally assigned an allowance plan that has no eligibility criteria, and should continue to hold this plan assignment after the transfer is complete. The compensation partner is responsible for ensuring this plan assignment remains unchanged during this business process.

What should the compensation partner do?

- A. Set up a Plan Adjustment for the Employees using a default target.
- B. Add the removed plan using the Request Compensation Change task.
- **C. Restore the removed plan using the Propose Compensation Change task.**
- D. Assign the plan via the Roll Out Compensation Plan To Employees task.

正解: C

解説:

* During a Change Job, compensation may be recalculated, and plans with no eligibility criteria may inadvertently be dropped.

* The compensation partner must restore the plan after the transfer using Propose Compensation Change.

* This ensures the employee retains the allowance assignment without disrupting the change job process.

Why not the others?

* A. Roll Out Compensation Plans# Mass rollout, not individual fix.

* B. Plan Adjustment# Adjusts targets/amounts, not restores removed plans.

* D. Request Compensation Change# Typically for ad hoc changes; restoration during job change is handled via Propose Compensation Change.

References:

Workday Pro Compensation - Change Job & Compensation Handling:Propose Compensation Change restores dropped plans.

質問 # 44

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Jpshikenに提供されている資料はIT認定試験に対して10年過ぎの経験を持っているプロフェッショナルによって研究と実践を通じて作成し出されたものです。Jpshikenは最新かつ最も正確な試験Workday-Pro-Compensation問題集を用意しておきます。Jpshikenは皆さんの成功のために存在しているものですから、Jpshikenを選択することは成功を選択するのと同じです。順調にIT認定試験に合格したいなら、Jpshikenはあなたの唯一の選択です。

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さらに、Jpshiken Workday-Pro-Compensationダンプの一部が現在無料で提供されています：https://drive.google.com/open?id=14LaAlbAc-4qV450qhHVIj_AyYx_kWQi