

Workday Workday-Pro-HCM-Coreテスト難易度 & Workday-Pro-HCM-Core資格取得講座



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>> Workday Workday-Pro-HCM-Coreテスト難易度 <<

Workday-Pro-HCM-Core資格取得講座 & Workday-Pro-HCM-Core日本語

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Workday Pro HCM Core Certification Exam 認定 Workday-Pro-HCM-Core試験問題 (Q107-Q112):

質問 # 107

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

正解: D

解説:

In Workday, the Manage Basis Total configuration enables organizations to enter a single total compensation amount, which Workday then allocates across multiple compensation plans according to predefined rules, percentages, or limits. This is particularly useful in countries like Italy, where compensation discussions often focus on total compensation rather than individual components.

When Manage Basis Total is enabled on a compensation basis, administrators or managers can enter one total amount during a staffing or compensation event. Workday automatically distributes that amount across salary, allowances, and other included plans based on the compensation basis configuration.

Eligible Earnings Override is a payroll-specific tool and does not control compensation entry behavior. Total Base Pay and Total Salary & Allowances are reporting or calculation concepts, not data entry mechanisms.

By using Manage Basis Total, the company ensures consistency, simplifies compensation entry, and enforces internal rules for Milan-based employees.

Therefore, the correct answer is Manage Basis Total.

質問 # 108

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

正解: A

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 # 109

You are creating a compensation package.

What can you add to the compensation package?

- A. Retirement plan
- B. Calculated plan

- C. One-time payment plan
- D. Future payment plan

正解: C

解説:

In Workday, compensation packages are used to group compensation plans that are presented and assigned during staffing events, such as Hire or Change Job. These packages are designed to include plans that are transactionally assigned and visible during compensation proposals.

A one-time payment plan is explicitly supported within compensation packages and is commonly used for sign-on bonuses, relocation payments, or other ad hoc payments offered during hiring.

Calculated plans and retirement plans are not assigned directly through compensation packages. Calculated plans are system-derived and depend on other plans, while retirement plans are managed through Benefits configuration. Future payment plans are handled separately and are not eligible for inclusion in compensation packages.

Therefore, the only valid option is One-time payment plan, making option C correct.

質問 # 110

You must make a change to an employee's salary without changing any other worker details. What task will you use to make this ad hoc change?

- A. Request Grade Change
- B. Request Compensation Change
- C. Transfer, Promote or Change Job
- D. Request One-Time Payment

正解: B

解説:

In Workday, when an organization needs to change only compensation details—such as base salary—without affecting job, position, organization, or other worker attributes, the correct task is Request Compensation Change. This task is specifically designed for standalone compensation updates.

The Transfer, Promote or Change Job task is used when job-related attributes change and should not be used for compensation-only updates. Request Grade Change modifies the employee's compensation grade but does not directly update salary amounts.

Request One-Time Payment is limited to non-recurring payments and does not affect base pay.

Request Compensation Change ensures:

- * No job or organizational data is altered
- * Proper compensation validations and guidelines apply
- * Accurate audit tracking and approvals are enforced

Therefore, Request Compensation Change is the correct and Workday-recommended task for ad hoc salary changes.

質問 # 111

You need to prevent Contingent Workers from accessing the Pay App (Delivered Worklet) on their Home landing page. How do you accomplish this?

- A. Remove the security group from the domain security policy.
- B. Add the security group to the domain security policy.
- C. Remove the security group from the business process security policy.
- D. Add the security group to the business process security policy.

正解: A

解説:

To prevent Contingent Workers from accessing the Pay app (worklet), the correct action is to remove their associated security group from the domain security policy that governs access to the pay-related data.

Workday uses domain security policies to control access to data and reports, including worklets on the home page. The Pay worklet is driven by access to certain domains such as "View Payslip," "View Pay Results," and "Worker Pay." If Contingent Workers are part of a security group (e.g., Contingent Worker View Only) that is granted access to these domains, they will see the Pay worklet. By removing this group from the domain policy, you revoke their access to the data and thus remove the visibility of the worklet itself. Workday Pro HCM - Core Security Fundamentals, "Domain Security Policies and Worklet Access" section.

質問 # 112

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