

試験の準備方法-真実的なWorkday-Pro-Compensation 試験問題集試験-正確的なWorkday-Pro-Compensation 日本語関連対策

Workday pro exam complete questions and answers | verified

You want to set up benefit partners to only see and support workers in a specific location in hierarchies. What security group type allows you to identify the benefits partners as members and allow you to constrain their access defined location hierarchies? CORRECT ANSWERS Role-based constrained

How are user based security groups assigned to a worker? CORRECT ANSWERS They are assigned based on role assignment

Which security group types use other security groups to determine membership? CORRECT ANSWERS Role- based unconstrained and organization membership

What report identifies the security policy securing a given item such as a given task or delivered report? CORRECT ANSWERS View security for securable item

In order to access domain items, what must a user be? CORRECT ANSWERS A member of at least one security groups permitted in the domain security policy.

How do workers become members of a role-based security group? CORRECT ANSWERS Through role assignment

What happens when you activate pending security policy changes CORRECT ANSWERS You are activating all pending security policies in the tenant

What settings for the access rights to organizations allows members to only access targets in the role assigned organization, and any subordinate organizations CORRECT ANSWERS Applies to current organization and unassigned subordinates

What security configuration requires you to run the activate pending security policy changes task for it to take affect CORRECT ANSWERS Editing a business process security policy to remove a security group from an approve action

Which of the following are characteristics of the membership in a user base security group? CORRECT ANSWERS It is manually assigned and it follows the user

Which report can you use to view the security access of a user? CORRECT ANSWERS View security groups for user, Security analysis for worker account.

A user is a member of both a constrained and unconstrained security group and both security groups have a domain security policy. What is the users resulting access for

2025年JPTesKingの最新Workday-Pro-Compensation PDFダンプおよびWorkday-Pro-Compensation試験エンジンの無料共有: https://drive.google.com/open?id=1HMoFz_xp4Aqph2CMv7dXqHfTbxmK4wYU

今日では、柔軟な学習方法が電子製品の開発でますます一般的になっています。最新の技術は、同様に、我々はこの分野で最も主導的な地位にあることから、当社WorkdayのWorkday-Pro-Compensation実際の試験に適用されています。また、あなたは私たちのWorkday-Pro-Compensation練習材料の3つのバージョンが存在するために多様な選択肢があります。同時に、Workday-Pro-Compensation試験に合格し、Workday-Pro-Compensation学習教材の有効性と正確性について希望のWorkday-Pro-Compensation認定を取得する必要があります。

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">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"> 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.
トピック 3	<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 4	<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 5	<ul style="list-style-type: none"> 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試験問題集 <<

Workday Workday-Pro-Compensation試験の準備方法 | 一番優秀な Workday-Pro-Compensation試験問題集試験 | 効率的な WorkdayProCompensationExam日本語関連対策

最近のレポートによると、複数のスキル証明書を所有している人は、上司によって昇格されやすくなっています。日常から離れて理想的な生活を求めるには、職場で高い得点を獲得し、試合に勝つために余分なスキルを習得しなければなりません。Workday-Pro-Compensation試験問題は、あなたの夢をかなえるのに役立ちます。さらに、Workday-Pro-Compensationガイドトレントに関する詳細情報を提供するWebサイトにアクセスできます。Workday-Pro-Compensation試験問題を試してみてください。そうすれば、Workday-Pro-Compensation試験に合格できることがわかります。

WorkdayProCompensationExam 認定 Workday-Pro-Compensation 試験問題 (Q38-Q43):

質問 # 38

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

正解: D

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 # 39

Where can you configure a guideline warning for a Compensation Package?

- A. On the compa-ratio
- B. On the segment range
- **C. On the primary compensation basis pay range**
- D. On the position in range

正解: C

解説:

- * Guideline warnings in Workday Compensation are configured at the primary compensation basis pay range level.
 - * These warnings alert HR/Managers if an entered amount is outside the allowed range or guideline thresholds (e.g., 90%-110% of midpoint).
 - * They act as soft controls for ensuring compliance with comp policy.
- Why not the others?
- * A. Position in range# This is a calculation, not a configuration point.
 - * B. Compa-ratio# A metric comparing pay to midpoint; doesn't hold guideline warnings.
 - * D. Segment range# Related to segment-based ranges in variable comp, not base pay packages.

References:

Workday Pro Compensation - Compensation Basis & Pay Range Setup: Guideline warnings configured at compensation basis.
Workday Community - Pay Range Guidelines Configuration.

質問 # 40

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

正解: A

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 # 41

What is the advantage of using default compensation for requisition compensation?

- A. Every employee who hires into that position receives the same compensation values.
- B. Default compensation enables the establishment of compensation guidelines, plans, and plan amounts on a position.
- **C. Every applicant hired using the same job requisition receives consistent compensation values.**
- D. You can view the eligible plans when proposing compensation using the By Compensation Package and Rule or By Compensation Rule options.

正解: C

解説:

* Default compensation for requisition compensation ensures that all hires from a requisition default to the same plan amounts/rates, supporting consistency in offers.

* This prevents discrepancies between candidates applying for the same role and requisition.

Why not the others?

* A. Guidelines on a position# Position compensation is separate from requisition compensation.

* C. Every employee in position receives same compensation# Controlled by position defaults, not requisition.

* D. Eligible plans view# That's determined by compensation package setup, not requisition defaults.

References:

Workday Pro Compensation - Requisition Compensation Defaults: Ensures consistency of compensation values for all hires through the requisition.

Workday Community - Recruiting Compensation Configuration.

質問 # 42

Refer to the following scenario to answer the question below.

An allowance plan has a default value of \$100 USD. The plan has three profiles:

* \$110 CAD - all Toronto employees are eligible

* €80 EUR - all Paris employees are eligible

* \$120 AUD - all Sydney employees are eligible

When you hire an employee in Dublin, Ireland, what amount does Workday default?

- A. \$0 USD
- B. €80 EUR
- C. €0 EUR
- **D. \$100 USD**

正解: D

解説:

* The allowance plan has a default = \$100 USD, plus profiles for Toronto, Paris, Sydney.

* Dublin (Ireland) does not have a profile yet, so Workday defaults to the plan default value.

* Since the default is \$100 USD, that is the value assigned at hire.

Why not the others?

* A. €0 EUR# No such rule; Workday always uses defaults when profiles are missing.

* C. €80 EUR# That's Paris profile, not Dublin.

* D. \$0 USD# Incorrect because the plan default is not zero but \$100.

References:

Workday Pro Compensation - Allowance Plan Defaults vs Profiles: If no profile exists for location, the default value applies.

Workday Community - Compensation Plan Defaulting Rules.

質問 # 43

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WorkdayProCompensationExam当社の製品JPTestKingに慣れるために、Workday-Pro-Compensation学習教材の機能と利点を次のようにリストします。

Workday-Pro-Compensation日本語関連対策: <https://www.jpctestking.com/Workday-Pro-Compensation-exam.html>

- Workday-Pro-Compensation試験の準備方法 | 効果的なWorkday-Pro-Compensation試験問題集試験 | 最高のWorkdayProCompensationExam日本語関連対策 □ 「Workday-Pro-Compensation」を無料でダウンロード (jp.fast2test.com) で検索するだけWorkday-Pro-Compensation対応問題集
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