

Workday-Pro-HCM-Core Antworten, Workday-Pro-HCM-Core Prüfungsfragen



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Workday Workday-Pro-HCM-Core Prüfungsplan:

Thema	Einzelheiten
Thema 1	<ul style="list-style-type: none"> • Compensation: This section of the exam measures the skills of Compensation and Benefits Managers and involves building and maintaining compensation frameworks. It includes defining eligibility rules, configuring compensation packages, salary plans, and allowance plans. Candidates must understand compensation defaulting, manage worker compensation events, and ensure alignment with organizational pay structures.

Thema 2	<ul style="list-style-type: none"> • Organizations: This section of the exam measures the skills of HR System Administrators and covers managing organizational structures in Workday. It includes creating and maintaining organization types such as supervisory and cost center hierarchies, configuring reporting structures, and defining locations. Candidates also demonstrate the ability to assign workers, establish leadership roles, and manage the relationships between organizations and employees.
Thema 3	<ul style="list-style-type: none"> • Business Process Configuration: Definition-Level: This section of the exam measures the skills of Workflow Configuration Specialists and focuses on defining and validating business process steps. Candidates apply validation conditions, set process rules, and order steps efficiently to improve workflow accuracy.
Thema 4	<ul style="list-style-type: none"> • Job Profiles: This section of the exam measures the skills of Talent Management Specialists and includes creating, editing, and managing job profiles. It also covers understanding the relationship between job profiles, jobs, positions, and workers. Candidates are expected to create job family groups, build job requisitions, and ensure job structures align with workforce needs.
Thema 5	<ul style="list-style-type: none"> • Business Process Framework: This section of the exam measures the skills of Business Process Designers and focuses on how organizations, security, and processes interact. It includes identifying rule-based and organization-specific process definitions and understanding key business process concepts such as events, steps, and types.
Thema 6	<ul style="list-style-type: none"> • Sorting and Filtering: This section of the exam measures the skills of Workday Report Developers and focuses on improving data presentation. Candidates are evaluated on their ability to apply effective sorting, filtering, and logic-building techniques to generate accurate results.
Thema 7	<ul style="list-style-type: none"> • Prompting: This section of the exam measures the skills of Report Designers and focuses on configuring prompts in report definitions. It involves identifying built-in prompts and optimizing their use to create interactive reports.
Thema 8	<ul style="list-style-type: none"> • Navigation, Finding Data, and Business Objects: This section of the exam measures the skills of Workday HCM Analysts and focuses on navigating the Workday interface efficiently, finding relevant data, and understanding how business objects function. Candidates are tested on their ability to apply navigation techniques, recognize the structure and purpose of Workday business objects, and link them to organizational data management processes.
Thema 9	<ul style="list-style-type: none"> • Building Custom Reports: This section of the exam measures the skills of Workday Data Analysts and involves creating custom reports using standard or indexed data sources. It includes adding business object fields, enabling web services, and building reports that support decision-making.
Thema 10	<ul style="list-style-type: none"> • Security: This section of the exam measures the skills of Workday Security Administrators and covers maintaining secure access within Workday. It includes managing functional areas, domains, and security policies; distinguishing between user-based and role-based groups; and updating permissions. Candidates demonstrate how to maintain domain and business process security effectively.
Thema 11	<ul style="list-style-type: none"> • Jobs and Positions: This section of the exam measures the skills of HR Operations Specialists and focuses on managing positions and employee life cycle processes. It includes creating positions, applying hiring restrictions, performing job changes, managing staffing movements, and handling employee terminations. The section also covers contingent worker management and contract administration.
Thema 12	<ul style="list-style-type: none"> • Business Process Security: This section of the exam measures the skills of System Security Analysts and focuses on how business process security interacts with overall configurable security in Workday. Candidates ensure secure process execution through appropriate role and domain control.
Thema 13	<ul style="list-style-type: none"> • Business Process Steps: This section of the exam measures the skills of Workday Implementation Consultants and focuses on executing tasks, approvals, and subprocesses within business workflows. Candidates demonstrate managing approvals and maintaining approval chains for accurate process tracking.

Thema 14	<ul style="list-style-type: none"> • Reporting Overview: This section of the exam measures the skills of Workday Reporting Analysts and introduces candidates to standard report modification. It focuses on copying, editing, and adapting reports to meet organizational requirements.
Thema 15	<ul style="list-style-type: none"> • Report Security: This section of the exam measures the skills of Workday Access Control Specialists and focuses on implementing security controls in report design. It covers sharing options, user access considerations, and transferring ownership responsibly.
Thema 16	<ul style="list-style-type: none"> • Staffing Models: This section of the exam measures the skills of Workday Functional Consultants and focuses on understanding staffing models used in Workday. It includes identifying the characteristics of position management and job management models, setting position restrictions, and applying them when creating positions. Candidates must understand how staffing models support workforce planning and organizational efficiency.
Thema 17	<ul style="list-style-type: none"> • Scheduling Reports: This section of the exam measures the skills of Report Administrators and covers running, scheduling, and configuring reports with dynamic criteria. It emphasizes automation and time-based execution for reporting efficiency.

>> **Workday-Pro-HCM-Core Antworten** <<

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Workday Pro HCM Core Certification Exam Workday-Pro-HCM-Core Prüfungsfragen mit Lösungen (Q37-Q42):

37. Frage

A company with salaried and hourly employees has headquarters in London, with additional offices in New York and Milan. How do you configure pay ranges for the Software Engineer job profile in each location?

- A. Create three compensation grades and attach them to three job profiles.
- B. Create one compensation grade for each location and attach it to the job profile.
- **C. Create one compensation grade with profiles for each location and attach it to the job profile.**
- D. Create one compensation grade with multiple eligibility rules.

Antwort: C

Begründung:

In Workday HCM, compensation grades define pay structures, while grade profiles allow those grades to be localized by attributes such as country, location, currency, or frequency. This separation is intentional and supports scalable global job architecture. The best practice for configuring location-specific pay ranges for the same job profile is to create one compensation grade and then define multiple grade profiles, each with its own eligibility rules and localized pay ranges. In this scenario, separate grade profiles would be created for London, New York, and Milan, each reflecting local market conditions, currencies, and regulations. Creating multiple compensation grades would unnecessarily fragment the job architecture and increase maintenance effort. Eligibility rules alone are not sufficient because pay ranges differ by location and currency. Grade profiles are specifically designed to solve this use case.

Once the grade profiles are created, the single compensation grade is attached to the Software Engineer job profile, and Workday automatically selects the correct grade profile based on employee location.

This approach ensures consistency, reduces configuration complexity, and aligns with Workday Pro HCM organizational design best

practices.

38. Frage

What report shows a visual diagram of the superior and subordinate organizations in a hierarchy?

- A. Org Chart Report
- B. Reorganization Report
- C. Workday Touchpoints Kit
- D. All Jobs Report

Antwort: A

Begründung:

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

The Org Chart Report in Workday provides a visual hierarchical diagram displaying superior and subordinate supervisory organizations. It allows users to navigate through organizational layers, view reporting relationships, and understand the structure of the workforce within each supervisory organization.

This report is especially useful for HR and managers to visualize team structures, identify open positions, and confirm reporting lines. Option A (All Jobs Report) lists worker job data, not organizational hierarchy.

Option B (Reorganization Report) provides details about reorganization events, not a visual hierarchy.

Option C (Workday Touchpoints Kit) is a set of integration and configuration tools, not a report.

Thus, Org Chart Report is the correct option, as it visually represents the hierarchical structure of supervisory organizations and their relationships.

Reference (Paraphrased Source):

Workday Pro HCM Core - Organizations Configuration Guide (2023R2), Section: "Viewing Organizational Hierarchies and Using the Org Chart Report."

39. Frage

An employee who works in Mexico City has a grade profile assigned with the following setup:

* Grade: 7

* Base Pay Elements: Base Pay, 13th Month

* Eligibility Rules: Location - Mexico City

* Currency: MXN

* Frequency: Annual

Total Base Pay Range:

* Minimum: 700,000 MXN

* Midpoint: 1,250,000 MXN

* Maximum: 1,800,000 MXN

You need to include a family allowance in Mexico employees' total base pay.

How will you achieve this?

- A. Update the Base Pay Elements field on the Mexico grade profiles to include the family allowance compensation element.
- B. Create a custom compensation basis for Mexico employees and include the family allowance plan.
- C. Create a compensation element group with the family allowance for reporting purposes only.
- D. Use the Put Eligible Earnings Override EIB to include the family allowance amount.

Antwort: A

Begründung:

In Workday HCM, grade profiles define how total base pay is calculated and evaluated for employees by specifying which compensation elements are included in the base pay range. The Base Pay Elements field on the grade profile is the authoritative configuration that determines which compensation elements contribute to total base pay minimums, midpoints, and maximums.

In this scenario, Mexico employees already have a grade profile that includes Base Pay and 13th Month compensation elements. To ensure the family allowance is included in total base pay—and therefore considered when validating pay ranges and equity—the family allowance compensation element must be explicitly added to the Base Pay Elements field on the Mexico grade profiles.

Compensation element groups are used primarily for reporting and do not affect how base pay is calculated.

EIBs are data load tools and do not control structural compensation logic. Compensation bases are used for plan calculations and eligibility, not for defining what counts toward base pay in a grade profile.

By updating the Base Pay Elements field, Workday automatically includes the family allowance in base pay comparisons, validations, and reporting for Mexico employees. This is the correct and Workday-supported approach.

40. Frage

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

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

Antwort: B

Begründung:

The Employee Compensation Audit report is specifically designed to identify mismatches between compensation plan eligibility and actual plan assignment. It highlights situations where employees are assigned compensation plans they should not have, as well as cases where employees are eligible but not assigned.

In this scenario, the goal is to identify employees who are assigned to bonus plans despite not meeting eligibility rules. The Employee Compensation Audit report includes a dedicated section for Assigned Ineligible Compensation Components, making it the most accurate and efficient reporting tool for this requirement.

Other reports do not serve this purpose:

- * The Compensation Plan Rollout Process is transactional and informational only.
- * Employees Assigned Multiple Bonus Plans focuses on duplication, not eligibility.
- * Compensation Spreadsheets are manual and lack eligibility validation logic.

Therefore, the correct report is Employee Compensation Audit, making option D correct.

41. Frage

What is a Workday standard report?

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

Antwort: D

Begründung:

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.

42. Frage

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