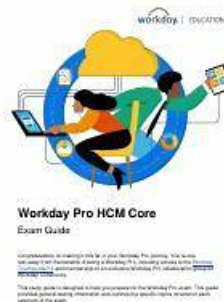


# Workday-Pro-HCM-Core Der beste Partner bei Ihrer Vorbereitung der Workday Pro HCM Core Certification Exam



Übrigens, Sie können die vollständige Version der ZertPruefung Workday-Pro-HCM-Core Prüfungsfragen aus dem Cloud-Speicher herunterladen: <https://drive.google.com/open?id=1dHJUemy3hooF57xOFFWLgRJvEyCyRP7>

Die Workday Workday-Pro-HCM-Core Dumps von ZertPruefung haben die sagenhafte Hit-Rate. Diese Dumps beinhalten alle mögliche Fragen in den aktuellen Prüfungen. Deshalb können Sie Workday Workday-Pro-HCM-Core Prüfungen sehr leicht bestehen, wenn Sie diese Dumps ernst lernen. Als eine sehr wichtige Workday Workday-Pro-HCM-Core Prüfung Zertifizierung spielt heute eine übergreifende Rolle. Deswegen können Sie die Chance nicht verlieren, die Prüfung zu bestehen. ZertPruefung verspricht Ihnen volle Rückerstattung wenn durchgefallen. Informieren Sie bitte mehr an ZertPruefung, wenn Sie die Workday-Pro-HCM-Core Zertifizierungsprüfung bestehen wollen.

Wenn Sie ZertPruefung wählen, steht der Erfolg schon vor der Tür. Und bald können Sie Workday Workday-Pro-HCM-Core Zertifikat bekommen. Das Produkt von ZertPruefung bietet Ihnen 100%-Pass-Garantie und auch einen kostenlosen einjährigen Update-Service.

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

## Workday-Pro-HCM-Core Übungsmaterialien - Workday-Pro-HCM-Core Lernressourcen & Workday-Pro-HCM-Core Prüfungsfragen

ZertPruefung ist eine Website, die kurze aber effiziente Ausbildung zur Workday Workday-Pro-HCM-Core Zertifizierungsprüfung

bietet. Die Workday Workday-Pro-HCM-Core Zertifizierungsprüfung kann Ihr Leben verändern. Die IT-Fachleute mit Workday Workday-Pro-HCM-Core Zertifikat haben höheres Gehalt, bessere Beförderungsmöglichkeiten und bessere Berufsaussichten in der IT-Branche.

## Workday Workday-Pro-HCM-Core Prüfungsplan:

Thema	Einzelheiten
Thema 1	<ul style="list-style-type: none"> <li>Business Process Management: This section of the exam measures the skills of HRIS Administrators and covers managing both mass and individual business processes. It emphasizes handling multiple workflow tasks efficiently and ensuring accuracy in execution.</li> </ul>
Thema 2	<ul style="list-style-type: none"> <li>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.</li> </ul>
Thema 3	<ul style="list-style-type: none"> <li>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.</li> </ul>
Thema 4	<ul style="list-style-type: none"> <li>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.</li> </ul>
Thema 5	<ul style="list-style-type: none"> <li>Business Process Configuration: Step-Level: This section of the exam measures the skills of Business Process Developers and focuses on customizing workflows. It includes creating condition rules, configuring advanced routing, customizing notifications, and adding help text to enhance user experience and control workflow behavior.</li> </ul>
Thema 6	<ul style="list-style-type: none"> <li>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.</li> </ul>
Thema 7	<ul style="list-style-type: none"> <li>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.</li> </ul>
Thema 8	<ul style="list-style-type: none"> <li>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.</li> </ul>
Thema 9	<ul style="list-style-type: none"> <li>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.</li> </ul>

## Workday Pro HCM Core Certification Exam Workday-Pro-HCM-Core Prüfungsfragen mit Lösungen (Q84-Q89):

### 84. Frage

You want to ensure managers assign the correct cost centers to new hires. You decide to limit the list of cost centers managers can select at the time of hire.

How do you accomplish this?

- A. Configure the allowed organization from the job profile.
- **B. Configure the allowed organization on the supervisory organization.**
- C. Configure the default organization from the position.

- D. Configure the default organization on the supervisory organization.

**Antwort: B**

Begründung:

In Workday HCM, organizations such as cost centers are assigned to workers during hire and job change events. To ensure data accuracy and governance, Workday provides two key configuration controls for organizations: default organizations and allowed organizations. While default organizations prepopulate values, only allowed organizations control which values are selectable. To limit the list of cost centers that managers can select during the hiring process, you must configure the allowed organization on the supervisory organization. This configuration defines the specific cost centers that are valid for workers hired into that supervisory organization. By restricting the allowed cost centers, Workday ensures managers can select only from an approved list, preventing incorrect or unauthorized cost center assignments.

Configuring a default organization-whether on the supervisory organization or from the position-only sets an initial value. It does not prevent the manager from changing the cost center to another valid option.

Therefore, options B and C do not meet the requirement to limit selection. Option D is incorrect because job profiles are not used to control organizational assignments such as cost centers; they define job architecture, not financial or organizational governance.

From a Workday Pro HCM best-practice perspective, allowed organizations are the primary mechanism for enforcing organizational assignment rules at the time of hire. Applying this configuration at the supervisory organization level ensures consistent cost center usage for all workers hired into that organization while still allowing flexibility across different parts of the enterprise.

Therefore, the correct and fully Workday-verified answer is Configure the allowed organization on the supervisory organization.

### 85. Frage

Which staffing models are available for supervisory organizations?(Select two correct answers.)

- A. Headcount Management
- B. Customer Defined Staffing Model
- C. Position Management
- D. Job Management

**Antwort: C,D**

Begründung:

The correct answers are C - Position Management and D - Job Management.

In Workday, supervisory organizations can only use one of two delivered staffing models:

\* Position Management: Each position is a distinct entity that must be created and approved before hiring. It supports detailed tracking of vacancies and headcount.

\* Job Management: Hiring is managed at the job level, allowing multiple workers to be hired under a single job requisition without individual position control.

Workday does not deliver "Headcount Management" or "Customer Defined Staffing Models" as valid options.

The staffing model is selected when creating or editing a supervisory organization and determines how headcount, hiring, and reporting are managed.

Reference: Workday Pro HCM - Staffing Models Overview, "Position Management vs. Job Management."

### 86. Frage

A mobile allowance plan has a target amount of \$150 per month. The new target amount will be \$200 per month for employees using the plan.

Employees who currently have an override amount should retain their existing difference.

How will you update the plan target while maintaining current differences?

- A. Use the Set Up Allowance Plan Adjustment task and select Adjust by Same Amounts for Employees Using Override.
- B. Use the Set Up Allowance Plan Adjustment task and select Adjust to New Defaults for Employees Using Override.
- C. Use the Remove Compensation Plan process and roll out the new plan to all eligible workers.
- D. Change the allowance plan amount and roll out the plan to all eligible workers.

**Antwort: A**

Begründung:

In Workday, when updating allowance plan target amounts, administrators must carefully manage how the change impacts employees who are assigned override amounts. Overrides represent intentional deviations from the plan default, and preserving those

differences is often a business requirement.

The Set Up Allowance Plan Adjustment task provides specific options for handling overrides. The option Adjust by Same Amounts for Employees Using Override increases each employee's allowance by the same delta as the change to the plan default. In this scenario, the default increases from \$150 to \$200, a difference of \$50. Employees with override amounts will also receive a \$50 increase, thereby preserving their original variance from the default.

Selecting Adjust to New Defaults would eliminate the override difference by resetting employees to the new default amount, which contradicts the requirement. Removing or re-rolling out the plan introduces unnecessary disruption and risk.

Therefore, the correct approach is to use the Set Up Allowance Plan Adjustment task and select Adjust by Same Amounts for Employees Using Override, making option D correct.

### 87. Frage

What action can you take after a business process completes?

- A. Rescind
- B. Delegate
- C. Cancel
- D. Reassign

**Antwort: A**

Begründung:

After a business process completes in Workday, the valid corrective action that can be taken is to Rescind the process.

The Rescind action allows an authorized user (typically with HR Partner or BP Administrator access) to reverse the completed business process, effectively undoing the transaction and restoring the system to its prior state.

This is often used when incorrect data was entered, or when the transaction was completed prematurely.

Rescinding a process automatically generates related rescind events and notifications, ensuring system integrity.

Option A (Cancel) applies to in-progress business processes only - it stops a process before completion.

Option B (Reassign) allows task ownership changes while a process is active but not after completion.

Option D (Delegate) is a security feature for work delegation, not a post-completion action.

Thus, Rescind is the only valid corrective action once a BP is finalized.

Reference (Paraphrased Source):

Workday Pro HCM Core - Business Process Framework and Transaction Correction Guide (2023R2), Section: "Rescind and Cancel Business Processes."

### 88. Frage

The Total Rewards team in LATAM notices that the 13th-month period salary plan for employees in Rio de Janeiro is not included in total base pay. All eligible employees are assigned a period salary plan with a compensation element named Brazil Holiday Pay.

How can you include this plan in Brazil employees' total base pay?

- A. In the salary plan, add Brazil Holiday Pay to the Compensation Element field.
- B. In the period salary plan, select Total Base Pay as the compensation basis.
- C. In the Maintain Compensation Basis task, create a configurable compensation basis for Brazil.
- D. In the Brazil grade profiles, add the Brazil Holiday Pay element to the Base Pay Elements field.

**Antwort: D**

Begründung:

In Workday, total base pay calculations are controlled by grade profiles, specifically through the Base Pay Elements field. This field determines which compensation elements are included when evaluating base pay ranges such as minimum, midpoint, and maximum. In this scenario, employees are correctly assigned a period salary plan with the Brazil Holiday Pay compensation element, but that element is not included in total base pay. This indicates that the grade profiles for Brazil do not currently include this element in the Base Pay Elements configuration.

Compensation bases are used for plan calculations and validations, not for defining base pay composition.

Compensation elements must be included in the grade profile to affect base pay ranges. Salary plans and period salary plans reference compensation elements but do not control base pay inclusion.

By adding Brazil Holiday Pay to the Base Pay Elements field on the Brazil grade profiles, Workday will include the 13th-month payment in total base pay calculations for employees in Brazil.

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

## 89. Frage

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Gehen Sie einen entscheidenden Schritt weiter. Mit der Workday Workday-Pro-HCM-Core Zertifizierung erhalten Sie einen Nachweis Ihrer besonderen Qualifikationen und eine Anerkennung für Ihr technisches Fachwissen. Workday bietet eine Reihe verschiedener Workday-Pro-HCM-Core Zertifizierungsprogramme für professionelle Benutzer an. Untersuchungen haben gezeigt, dass zertifizierte Fachleute häufig mehr verdienen als ihre Kollegen ohne Zertifizierung.

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