

# Workday Workday-Pro-HCM-Core日本語解説集、 Workday-Pro-HCM-Core資料的中率



## Workday Pro HCM Core Exam Guide

Congratulations on making it this far in your Workday Pro journey. You're one test away from the benefits of being a Workday Pro, including access to the [Workday Touchpoints Kit](#) and membership to an exclusive Workday Pro collaboration group on Workday Community.

This study guide is designed to help you prepare for the Workday Pro exam. This guide provides general testing information and outlines the specific topics covered in each segment of the exam.

P.S. JPNTestがGoogle Driveで共有している無料かつ新しいWorkday-Pro-HCM-Coreダンプ：[https://drive.google.com/open?id=1Y6pXd\\_ylXmyWUsRSDj3d7NUGJwiaEgf](https://drive.google.com/open?id=1Y6pXd_ylXmyWUsRSDj3d7NUGJwiaEgf)

Workday-Pro-HCM-Core情報通信技術の進歩は、ビジネスと生産をバリューチェーンに引き上げ、市民の生活の質を向上させる大きな可能性を生み出します。そして、Workdayサイバースペースであらゆる種類の情報を今すぐ入手できることは間違いありません。Workday-Pro-HCM-Core最新の急流も例外ではありません。私たちの会社がまとめたWorkday-Pro-HCM-Core学習教材を強くお勧めします。Workday-Pro-HCM-Core試験問題の利点は多すぎて列挙できません。また、Workday-Pro-HCM-Core試験問題をお試しになりたい場合は、ぜひWorkday Pro HCM Core Certification Exam購入してください。

どんな業界で自分に良い昇進機会があると希望する職人がとても多いと思って、IT業界にも例外ではありません。ITの専門者はWorkdayのWorkday-Pro-HCM-Core認定試験があなたの願望を助けて実現できるのがよく分かります。JPNTestはあなたの夢に実現させるサイトでございます。

>> Workday Workday-Pro-HCM-Core日本語解説集 <<

## Workday-Pro-HCM-Core資料的中率、Workday-Pro-HCM-Core資格認定

Workday-Pro-HCM-Core試験ガイドを購入すると、購入したテストバンクをすぐにダウンロードできます。Workday-Pro-HCM-Core試験の教材のすべての内容を把握するだけで十分であり、Workday-Pro-HCM-Core試験問題の合格率は非常に高いため、Workday-Pro-HCM-Core試験の学習と準備に必要な時間は20~30時間です。そし

て約98%-100%。JPNTest最新のWorkday-Pro-HCM-Coreクイズトレントには3つのバージョンがあり、学習に最適なものを選択できます。全体として、Workday-Pro-HCM-Coreクイズ準備には多くのメリットがあります。

## Workday Pro HCM Core Certification Exam 認定 Workday-Pro-HCM-Core 試験問題 (Q121-Q126):

### 質問 # 121

What is the purpose of the completion step within a business process definition?

- A. To indicate when Workday saves or commits information.
- B. To indicate when Workday completes a step automatically.
- C. To indicate when the HR Partner receives the approval step.
- D. To indicate when Workday runs the exit condition rule within the business process.

正解: A

解説:

In Workday HCM, business process definitions control how transactions such as hires, job changes, terminations, and approvals flow through the system. Each business process consists of multiple steps, including initiation, approvals, notifications, and system actions. Among these, the completion step plays a critical and often misunderstood role.

The primary purpose of the completion step is to indicate when Workday saves, finalizes, and commits the transaction data to the system. Until the completion step is reached, information entered during the business process remains in a pending state and is not fully written to the database. Once the completion step executes, the transaction becomes effective, and all related changes-such as worker status updates, organization assignments, compensation changes, or security updates-are officially applied.

Option A is incorrect because automatic completion of steps is controlled by step type and routing rules, not by the completion step itself. Option B is incorrect because exit condition rules are evaluated at various points during the process to determine whether steps should be skipped, not specifically at completion. Option D is unrelated, as the completion step does not control when specific roles receive approvals.

From a Workday Pro HCM perspective, the completion step is essential for ensuring data integrity and transactional accuracy. It marks the point at which the business process is considered finished and all downstream effects-such as reporting, payroll, benefits eligibility, and security changes-can occur reliably.

Therefore, the correct and Workday-verified purpose of the completion step is to indicate when Workday saves or commits information.

### 質問 # 122

What location usage defines the worker's physical location?

- A. Job Posting
- B. Business Asset
- C. Business Site
- D. Campus

正解: C

解説:

In Workday HCM, location usage determines how a location is used across business processes such as staffing, reporting, payroll, and compliance. Each location can have one or more usage types, and selecting the correct usage is critical to ensure accurate worker records and downstream processing.

The location usage that defines a worker's physical work location is Business Site. A Business Site represents the actual, physical place where a worker performs their job duties, such as an office, plant, store, or warehouse. This usage is foundational in Workday and is commonly associated with employment details, including work address, tax reporting, payroll processing, and regulatory compliance. When a worker is hired or changes jobs, the Business Site is typically the location tied directly to the worker's position or job assignment.

The other options do not fulfill this purpose. Campus is used to group multiple business sites together, often for reporting or organizational purposes, but it does not directly represent where an individual worker physically works. Job Posting locations are used exclusively in recruiting to indicate where a job is advertised and may not reflect the worker's actual work location. Business Asset is used to associate physical assets, such as equipment or facilities, with a location and is not intended for worker assignment. From a Workday Pro HCM perspective, correctly identifying the Business Site as the worker's physical location ensures consistency across staffing, payroll, benefits, and compliance processes. It supports accurate reporting and enables Workday to apply location-based rules and calculations correctly.

Therefore, the correct and Workday-verified answer is Business Site.

### 質問 # 123

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

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

正解: D

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 # 124

What is the primary benefit of using a Position Management staffing model?

- A. Allows a company to hire an unlimited number of employees for a single position.
- B. Offers reporting capabilities on filled positions only.
- **C. Offers greater control on each position open within an organization.**
- D. Allows for greater flexibility when hiring.

正解: C

解説:

The correct answer is C - Offers greater control on each position open within an organization.

The Position Management staffing model is designed for organizations that require precise headcount control and visibility into staffing levels. Each position represents a discrete role that must be created, approved, and tracked before a hire occurs.

This model provides a high degree of control over:

- \* Vacancies and filled positions
- \* Position attributes (FTE, job profile, location, etc.)
- \* Time-to-fill metrics for open roles

Because every hire is linked to a specific position, administrators can effectively monitor workforce planning, budgeting, and resource allocation.

Reference: Workday Pro HCM - Staffing Model Fundamentals, "Benefits of Position Management."

### 質問 # 125

You initiate a job change for a worker to transfer them from a position management organization to a job management organization. What statement describes the worker's previous position?

- **A. The position is open and available for backfill.**
- B. The position moves to the job management organization.
- C. The position's hiring restrictions were changed.
- D. The position no longer exists.

正解: A

解説:

In Workday, position management and job management represent two different staffing models. In a position management organization, a worker is assigned to a specific position (a distinct headcount-controlled object with attributes like availability date,

restrictions, and position details). When you initiate a job change that transfers the worker into a job management organization, the worker is no longer staffed against a position-managed role. Instead, the worker becomes staffed in a job management context, where staffing is generally based on the job/role and organization headcount rules rather than a discrete position object.

Because the worker is leaving a position-managed assignment, Workday treats the original position as vacated. The position itself typically remains in the position management organization (it does not "move" into job management), and it does not automatically cease to exist simply because the incumbent moved. As a result, the most accurate description is that the prior position becomes open and may be available for backfill

, depending on how your tenant is configured (for example, whether the position is frozen, closed, or otherwise restricted by staffing rules or business process conditions). This aligns with Workday's standard behavior: a worker transfer out of a filled position leaves an open position that can be recruited for and filled through normal staffing activities.

To meet seasonal demand, you need to hire cashiers, retail specialists, and customer service representatives.

## 質問 # 126

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JPNTestのWorkdayのWorkday-Pro-HCM-Core試験トレーニング資料は質も良く、値段も安いです。うちの学習教材を購入したら、私たちは一年間で無料更新サービスを提供することができます。あなたはWorkdayのWorkday-Pro-HCM-Core問題集を購入する前に、JPNTestは無料でサンプルを提供することができます。もし学習教材は問題があれば、或いは試験に不合格になる場合は、全額返金することを保証いたします。

**Workday-Pro-HCM-Core資料的中率:** <https://www.jpntest.com/shiken/Workday-Pro-HCM-Core-mondaishu>

これは高効率の時代であり、WorkdayおそらくWorkday-Pro-HCM-Core証明書を通じてのみ競争力を証明する方法が最も簡単です、Workday Workday-Pro-HCM-Core日本語解説集 これは間違いなく自信を持って使用できる製品です、Workday Workday-Pro-HCM-Core日本語解説集 我々は世界一の支払い方式を利用します、Workday-Pro-HCM-Coreのテスト問題を使用した後、残念ながら試験に不合格になった場合、証明証明書により当社から全額返金されます、したがって、私たちはテストWorkday-Pro-HCM-Core認定を取得し、資格認定を取得して定量的標準になります、Workday-Pro-HCM-Core実践ガイドは、さまざまな資格試験に合格するかどうかに関係なく、ユーザーが簡単に目標を達成するのに役立ちます、お客様に自分に一番ふさわしいWorkdayのWorkday-Pro-HCM-Core試験の復習方式を提供するために、我々はWorkdayのWorkday-Pro-HCM-Coreの資料の3つのバージョンを提供します。

ぐふふふ、一晩十人のとっかえひっかえハーレムが三十年ってかじゅる、Workday-Pro-HCM-Core雄介さん、はげしっ 四つん這いになって彼を受け止める体位にはまだ不慣れだが、シーツに顔を押しつけていれば声が響かずに済むのが救いだと思う。

## Workday-Pro-HCM-Core試験の準備方法 | 最高のWorkday-Pro-HCM-Core日本語解説集試験 | 実地的なWorkday Pro HCM Core Certification Exam資料的中率

これは高効率の時代であり、WorkdayおそらくWorkday-Pro-HCM-Core証明書を通じてのみ競争力を証明する方法が最も簡単です、これは間違いなく自信を持って使用できる製品です、我々は世界一の支払い方式を利用します、Workday-Pro-HCM-Coreのテスト問題を使用した後、残念ながら試験に不合格になった場合、証明証明書により当社から全額返金されます。

したがって、私たちはテストWorkday-Pro-HCM-Core認定を取得し、資格認定を取得して定量的標準になります。

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