Workday-Pro-HCM-Core的中率、Workday-Pro-HCM-Core対策学習

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Workday Workday-Pro-HCM-Core 認定試験の出題範囲：

トピック	出題範囲
トピック 1	• 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.
トピック 2	• 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.
トピック 3	• 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.

トピック 4	• 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.
トピック 5	• 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.
トピック 6	• 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.
トピック 7	• 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.
トピック 8	• 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.
トピック 9	• 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.
トピック 10	• 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.
トピック 11	• 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.
トピック 12	• 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.

>> Workday-Pro-HCM-Core的中率 <<

Xhs1991でWorkday-Pro-HCM-Core的中率を選択すると、Workday Pro HCM Core Certification Examに合格するために音楽を聴くように安心できます。

Workday-Pro-HCM-Core試験に参加する人が多くなっていますから、提供される問題集は多くなります。受験生としてのあなたは資料の選択に悩んでいますか？弊社のWorkday-Pro-HCM-Core問題集は安くて全面的なのですから、あなたは我々の問題集を利用したら、順調に試験に合格できます。だから、多くの人は我々のWorkday-Pro-HCM-Core問題集を推薦します。

Workday Pro HCM Core Certification Exam 認定 Workday-Pro-HCM-Core 試験問題 (Q10-Q15):

質問 # 10

You need to give a security group permission to access theChange My Phototask. You do not know what security policy houses the task.

What report could you run to determine the policy to which you need to assign the security group?

- A. View Pending Security Policy Changes
- B. View Security Groups for User
- C. View Security for Securable Item
- D. View Security Group

正解：C

解説：

The correct report isView Security for Securable Item.

In Workday, each task, report, or domain is considered asecurable itemthat is protected by one or more security policies. When an administrator needs to identify which policy governs access to a particular task- such asChange My Photo-they use theView Security for Securable Itemreport.

This report provides detailed insight into:

* The domain or business process associated with the securable item,
* The relatedsecurity policies,
* Whichsecurity groupscurrently have access, and
* Thepermissions(view, modify, initiate, etc.) assigned.

Using this report helps determine the correct security domain to update when granting or revoking access.

Reference:Workday Pro HCM -Security Fundamentals, "Analyzing Access Using 'View Security for Securable Item'" section.

質問 # 11

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 domain security policy.
- D. Remove the security group from the business process security policy.

正解：C

解説：

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

Workday usesdomain security policiesto 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. Byremovingthis 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 # 12

What must your client do before they can start hiring within aposition managementstaffing model supervisory organization?

- A. Have at least one member hired into the supervisory organization.
- B. Use the Edit Staffing Model task to select the staffing model.
- C. Set hiring restrictions on the supervisory organization.
- D. Have an open, approved position.

正解：D

解説：

The correct answer isB - Have an open, approved position.

In Workday'sPosition Managementstaffing model, each hire is tied to aspecific position. Before a worker can be hired, a position must exist, be opened, and be approved through the appropriate business process.

Once a position is approved, it becomes available for theHireorAdd Jobprocess. Without an approved position, no worker can be assigned under that supervisory organization. The position serves as the structural foundation for trackingheadcount, job details, and time-to-fill metrics.

OptionsAandCrefer to configuration prerequisites, but the question specifically focuses on the operational readiness to hire.

OptionDis incorrect because a hire cannot occur until after a position exists.

Reference:Workday Pro HCM -Staffing Models and Hiring Processes, "Position Management Model - Creating and Approving Positions."

質問 # 13

Your client frequently has special projects their employees work on. These projects are temporary and are staffed with existing employees. Your client needs a way to assign a temporary manager for each project and be able to see all the team members in the tenant. What organization type will allow them to accomplish this?

- A. Location Hierarchy
- B. Pay Group
- C. Matrix
- D. Supervisory

正解：C

解説：

Comprehensive and Detailed Explanation (Paraphrased from Workday Pro HCM Core - Organization Types and Structures Guide, 2023R2):

The correct organization type for managingtemporary project-based teamsis aMatrix Organization.

Matrix organizations are designed to group employees from different supervisory organizations to work together on a temporary or functional basis, such as projects or task forces.

This structure allows the assignment of atemporary manager (Matrix Manager)who oversees project- related activities without changing employees' primary supervisory reporting relationships. The matrix manager gains visibility into all assigned members, enabling effective project oversight.

Options A (Location Hierarchy) manages physical work locations, not project teams.

Option B (Supervisory) defines permanent reporting structures.

Option D (Pay Group) organizes workers for payroll purposes only.

Thus,Matrix Organizationprovides the flexibility and visibility required for cross-functional, project-based staffing.

Reference (Paraphrased Source):

Workday Pro HCM Core - Organizations Configuration Guide (2023R2), Section: "Matrix Organizations and Project-Based Management."

質問 # 14

You want the company organization to default in when you hire workers. What task should you run from the supervisory organization to accomplish this?

- A. Edit Supervisory Organization
- B. Edit Name/Code
- C. Create Position
- D. Assign Roles

正解：A

解説：

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

To have theCompany Organizationautomatically default when hiring workers into a supervisory organization, you must update the organization settings through theEdit Supervisory Organizationtask.

This task allows you to definedefault organization assignments, includingCompany,Cost Center,Region, andCustom Organizations.

Once these defaults are set, Workday automatically populates these values during staffing events such asHireorAdd Job, reducing manual entry and ensuring consistent data alignment across the hierarchy.

Option B (Create Position) is used to define positions within the supervisory org, not defaults.

Option C (Edit Name/Code) modifies identifiers only.

Option D (Assign Roles) relates to security role assignments.

Therefore, Edit Supervisory Organizationis the correct task to establish the default Company for new hires.
Reference (Paraphrased Source):
Workday Pro HCM Core - Organizations Configuration Guide (2023R2), Section: "Defining Default Organization Assignments."

質問 #15

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