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Workday Pro HCM Core Certification Exam Sample Questions (Q65-Q70):

NEW QUESTION # 65

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

You want to give employees in Dublin, Ireland €90 EUR in the allowance.

How can you ensure employees in Ireland receive the correct localized amount during hire without affecting employees in the US?

- A. Use the Request Compensation Change process to manually update the allowance for Irish employees.
- B. Use the Set Up Allowance Plan Adjustment task and choose the No Override option.
- C. Update the default value in the Allowance Plan to €90 EUR using the Set Up Allowance Plan Adjustment task.
- D. **Edit the Allowance Plan and add a new plan profile for Ireland with a value of €90 EUR.**

Answer: D

Explanation:

The correct way to localize allowance amounts in Workday without impacting other populations is through the use of plan profiles. Plan profiles allow administrators to define country-specific or location-specific values using eligibility rules, ensuring that employees automatically receive the correct amount during hire and other staffing events.

In this scenario, adding a new plan profile for Ireland with a value of €90 EUR ensures that employees hired in Ireland automatically receive the correct allowance. This approach preserves the existing default value of \$100 USD for employees in the US and avoids unintended downstream impacts.

Updating the default value would affect all employees who do not meet profile eligibility, including US employees. Allowance Plan Adjustments are used to update existing assignments, not to control defaulting logic during hire. Manual compensation changes are inefficient, error-prone, and contradict Workday best practices for scalable configuration.

Therefore, adding a new allowance plan profile for Ireland is the correct, controlled, and Workday- recommended solution, making option C the correct answer.

NEW QUESTION # 66

When hiring employees, you want Company 1000 to be the default, and you want Company 1000 to be the only company that can be selected.

How do you configure Company 1000 to accomplish this?

- A. Configure it as the allowed organization.
- B. Configure it as the default organization.
- C. **Configure it as the default and allowed organization.**
- D. Configure it as the superior and subordinate organization.

Answer: C

Explanation:

In Workday HCM, organizations such as Company are used extensively during hiring, job changes, and other staffing events. To control how an organization is presented and selected during these processes, Workday provides two important configuration concepts: default organizations and allowed organizations.

Understanding the distinction between these two is essential to achieving the desired behavior.

If Company 1000 needs to be both automatically selected and the only selectable option during the hiring process, it must be configured as both the default and allowed organization. Setting Company 1000 as the default organization ensures that it is pre-populated on the hire event, reducing data entry and minimizing user error. However, default alone does not restrict users from changing the value.

To ensure that Company 1000 is the only company that can be selected, it must also be configured as an allowed organization.

Allowed organizations define which values are valid and selectable for a given organization type. By limiting the allowed organization list to Company 1000, Workday prevents users from selecting any other company during the hiring process.

Option A is incomplete because configuring an organization as default does not prevent other companies from being selected. Option D is also insufficient because allowed organization alone does not ensure the value defaults automatically. Option C is unrelated, as superior and subordinate relationships define hierarchy, not selection behavior.

From a Workday Pro HCM best-practice standpoint, combining default and allowed organization configuration provides both efficiency and control. Therefore, the correct and fully verified answer is Configure it as the default and allowed organization.

NEW QUESTION # 67

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.

Answer: A

Explanation:

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.

NEW QUESTION # 68

What report allows you to view each worker's compensation details, including total base pay, compensation package, and compensation ratio, for one or more organizations you manage or support, and optionally their subordinates?

- A. Total Rewards
- B. Employee Compensation Details by Job Profile
- C. Compensation Spreadsheet
- D. Employee Compensation Audit

Answer: C

Explanation:

The Compensation Spreadsheet is a powerful Workday reporting and analysis tool that allows managers and HR partners to view detailed compensation information for employees across one or more organizations they manage or support. It supports side-by-side viewing of key metrics, including:

- * Total base pay
- * Compensation package
- * Compensation ratio
- * Position in range
- * Allowances and bonuses

The spreadsheet format is specifically designed for managerial review, planning, and analysis, with optional inclusion of subordinate organizations. It is widely used during compensation review cycles and off-cycle analysis.

Other reports have more limited scope:

- * Employee Compensation Audit focuses on eligibility mismatches
- * Job Profile reports focus on structure, not worker-level pay
- * Total Rewards is employee-facing and not manager-analytic

Therefore, the correct answer is Compensation Spreadsheet, making option C correct.

NEW QUESTION # 69

Your client wants to select a staffing model that will allow them to track the time to fill a position.

What staffing model should they use?

- A. Job Management
- B. A hybrid staffing model

- C. Customer-defined staffing model
- D. Position Management

Answer: D

NEW QUESTION # 70

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