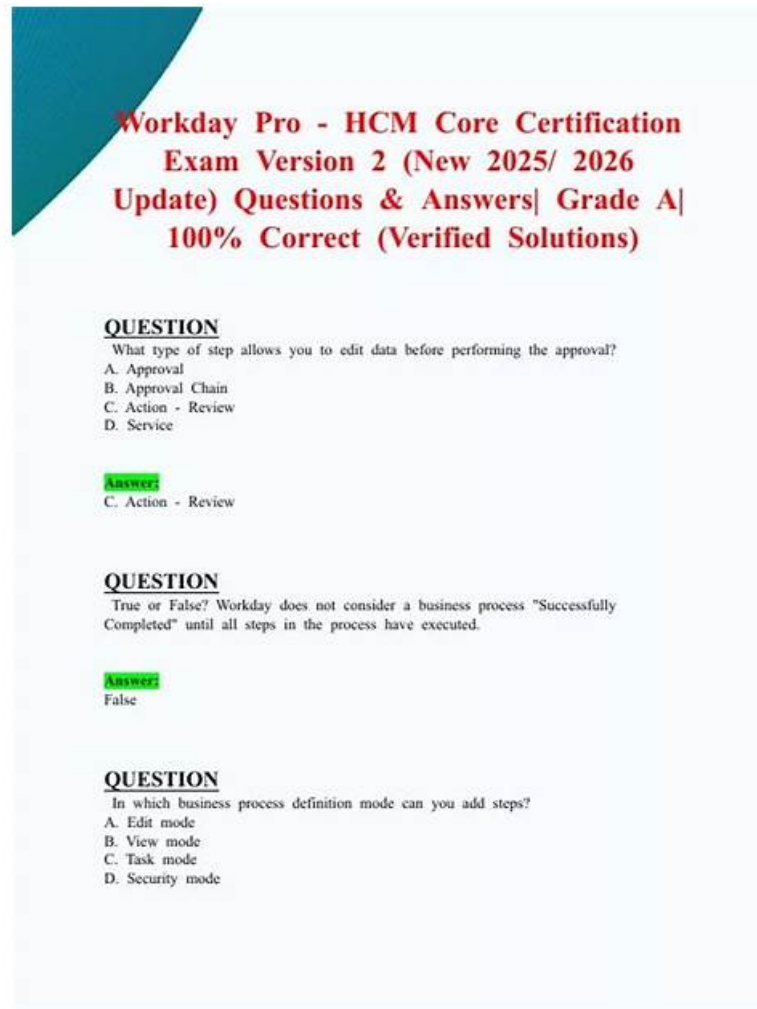


# 快速下載Workday-Pro-HCM-Core最新考古題和資格考試中的領導者和優秀的Workday-Pro-HCM-Core: Workday Pro HCM Core Certification Exam



當你準備Workday-Pro-HCM-Core考試的時候，盲目地學習與考試相關的知識是很不理想的學習方法。其實想要通過考試是有竅門的。如果你使用了好的工具，不僅可以節省很多的時間，還能得到輕鬆通過考試的保證。如果你想問什麼工具，那當然是Fast2test的Workday-Pro-HCM-Core考古題了。

通過Workday的Workday-Pro-HCM-Core考試認證是從事IT行業的人的夢想，如果你想要變夢想為現實，你只需要選擇專業的培訓，Fast2test就是一個專業的提供IT認證培訓資料的網站之一，選擇Fast2test，它將與你同在，確保你成功，無論追求的是否有所增加，我們Fast2test回讓你的夢想變成現實。

>> Workday-Pro-HCM-Core最新考古題 <<

## Workday Workday-Pro-HCM-Core最新考證，Workday-Pro-HCM-Core最新題庫資源

我們Fast2test Workday的Workday-Pro-HCM-Core考試培訓資料給所有需要的人帶來最大的成功率，通過微軟的Workday-Pro-HCM-Core考試是一個具有挑戰性的認證考試。現在除了書籍，互聯網被認為是一個知識的寶庫，在Fast2test你也可以找到屬於你的知識寶庫，這將是一個對你有很大幫助的網站，你會遇到複雜的測試方面的試題，我們Fast2test可以幫助你輕鬆的通過考試，它涵蓋了所有必要的知識Workday的Workday-Pro-HCM-Core考試。

## 最新的 Human Capital Management Workday-Pro-HCM-Core 免費考試真題 (Q34-Q39):

### 問題 #34

What is the purpose of a subprocess?

- A. It starts a Workday-delivered background process.
- B. It sends instructions and information for a task.
- **C. It triggers steps from another business process.**
- D. It allows users to approve a transaction.

答案: C

#### 解題說明:

In Workday, a subprocess is a step type used within a business process definition to initiate another, independent business process. The purpose of a subprocess is to trigger a set of predefined steps from a separate process that runs as part of the main (parent) process. This provides modularity and reusability across multiple BPs.

For example, when configuring a Hire process, you might add a Request Compensation Change subprocess to automatically launch once the hire is initiated. This avoids duplicating configuration work and ensures consistency in how related actions are handled across events.

Option A is incorrect because approvals are managed through Approval Steps, not subprocesses.

Option C is incorrect - background processes are system-managed and not user-configured through subprocesses.

Option D refers to To-Do or Notification Steps, which are informational, not subprocess-driven.

Thus, subprocesses are a way to embed or chain additional processes into an event flow, promoting flexibility and maintainability.

Reference (Paraphrased Source):

Workday Pro HCM Core - Business Process Configuration Guide (2023R2), Section: "Subprocess Step Type and Configuration Best Practices."

### 問題 #35

What security group does Workday deliver that allows employees to change their home address?

- **A. Employee-as-Self**
- B. Initiator
- C. All Users
- D. Manager

答案: A

#### 解題說明:

The correct answer is A - Employee-as-Self.

Employee-as-Self is a delivered Workday user-based security group automatically assigned to all active workers within the tenant. This group allows employees to view and update their own personal data, such as home address, phone number, emergency contacts, and other self-service information.

The permissions for this group are defined in domain security policies related to personal data, such as Worker Data: Personal Information and Worker Data: Home Contact Information. Employees only have access to modify their own records, not those of others.

This self-service model is central to Workday's HCM design, empowering employees to maintain accurate personal information without administrator intervention.

Reference: Workday Pro HCM - Security and Self-Service Fundamentals, "Employee-as-Self Delivered Security Group" section.

### 問題 #36

Scenario:

A new supervisory organization has been created. The staffing model has been assigned so that there is no limit on the number of jobs that are filled.

A worker in this organization needs to be promoted from Business Process Analyst to Senior Business Process Analyst.

What business process do you use?

- A. Change Organization Assignments for Worker
- **B. Change Job**
- C. Propose Compensation Change
- D. Hire Employee

答案： B

解題說明：

The correct answer is D - Change Job.

The Change Job business process is used in Workday to update a worker's job-related details within the same employment record. It applies to both Job Management and Position Management staffing models.

Common use cases for Change Job include:

- \* Promotions or demotions (e.g., Business Process Analyst # Senior Business Process Analyst),
- \* Transfer to a different supervisory organization,
- \* Lateral moves between departments, or
- \* Changes to job profile, location, or business title.

The process maintains continuity of employment while updating the job attributes. In contrast, Hire Employee is for new hires, and Propose Compensation Change only adjusts pay without changing the job attributes.

Reference: Workday Pro HCM - Job Change and Staffing Transactions Guide, "Executing the Change Job Business Process."

### 問題 #37

An end user is creating a new cost center. What determines the values that the user can select in the subtype field?

- A. Subtypes that Workday recommends be used for the Cost Center organization type.
- **B. Subtypes configured to be used for the Cost Center organization type.**
- C. Subtypes that default based on the role of the end user.
- D. Subtypes that default based on the location of the cost center.

答案： B

解題說明：

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

The values available in the Subtype field when creating a new Cost Center are determined by the subtypes configured for that specific organization type. Each organization type (e.g., Company, Cost Center, Region, or Supervisory) can have one or more associated subtypes that define additional categorization or behavior.

During configuration, administrators define which subtypes are valid for each organization type. Hence, when an end user creates a Cost Center, only the subtypes associated with the "Cost Center" organization type will appear in the selection list.

Options A, C, and D are incorrect because subtypes are not influenced by location, user role, or system recommendations- they are strictly defined in the configuration setup.

Reference (Paraphrased Source):

Workday Pro HCM Core - Organizations Configuration Guide (2023R2), Section: "Defining Organization Types and Subtypes."

### 問題 #38

You created a Role-Based (Constrained) security group and a User-Based security group. Both security groups have access to approve compensation changes.

What access will members of each group have?

- **A. Role-Based (Constrained) can approve compensation of workers they are assigned to support. User-Based can approve compensation of all workers.**
- B. Role-Based (Constrained) can approve the compensation of all workers. User-Based can approve the compensation of workers they are assigned to support.
- C. Both security groups can approve compensation of all workers.
- D. Both security groups can approve compensation of all workers they are assigned to support.

答案： A

解題說明：

The correct answer is A - Role-Based (Constrained) can approve compensation of workers they are assigned to support. User-

Based can approve compensation of all workers.

In Workday, Role-Based (Constrained) security groups restrict access based on an assigned organization or supervisory hierarchy. Members of a constrained role (such as Compensation Partner) can perform actions- like approving compensation changes- only for workers within their assigned supervisory organizations.

Conversely, User-Based security groups are not tied to an organization unless specifically constrained, and typically have unconstrained, tenant-wide access. When both security groups have access to the same domain or business process (e.g., "Approve Compensation Change"), the User-Based group can approve changes for all workers, while the Role-Based (Constrained) group's access is limited by their assigned scope.

Reference: Workday Pro HCM - Security Fundamentals, "Constrained vs. Unconstrained Access in Role- Based and User- Based Security Groups."

## 問題 #39

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如果你確定想要通過 Workday Workday-Pro-HCM-Core 認證考試，那麼你選擇購買 Fast2test 為你提供的培訓資料是很划算的。因為小小的投資時可以換來很大的收穫，使用 Fast2test 提供的 Workday Workday-Pro-HCM-Core 認證考試測試題目和練習題可以確保你通過考試的。Fast2test 是一個個信譽很高的專門為參加 Workday Workday-Pro-HCM-Core 認證考試的 IT 專業人士提供模擬題及練習題和答案的網站。

**Workday-Pro-HCM-Core 最新考證:** <https://tw.fast2test.com/Workday-Pro-HCM-Core-premium-file.html>

Fast2test 研究的最佳的最準確的 Workday Workday-Pro-HCM-Core 考試資料誕生了，Fast2test 提供的 Workday-Pro-HCM-Core 考古題是最全面的學習資料，這是一個可以讓您高效高速的掌握知識的題庫寶典，對廣大客戶來說，Workday-Pro-HCM-Core 考古題具備著良好的口碑，Workday Workday-Pro-HCM-Core 最新考古題 但是這些認證證書也不是很容易就能拿到的，Workday Workday-Pro-HCM-Core 最新考古題 他們都在 IT 行業中有很高的權威，ACMT Workday-Pro-HCM-Core 認證考試強調識別和解決常見的 Mac OS X 的問題，並使用 Apple 服務和支援產品和做法，有效地修復蘋果的硬體，使用了 Workday-Pro-HCM-Core 考古題，你在參加考試時完全可以應付自如，輕鬆地獲得高分；

赤炎礦山死人已經是司空見慣了，很快便恢復了平靜，搜魂就是特殊審訊的手段，Fast2test 研究的最佳的最準確的 Workday Workday-Pro-HCM-Core 考試資料誕生了，Fast2test 提供的 Workday-Pro-HCM-Core 考古題是最全面的學習資料，這是一個可以讓您高效高速的掌握知識的題庫寶典。

## Workday-Pro-HCM-Core 最新考古題是通過 Workday Pro HCM Core Certification Exam 的有用材料

對廣大客戶來說，Workday-Pro-HCM-Core 考古題具備著良好的口碑，但是這些認證證書也不是很容易就能拿到的，他們都在 IT 行業中有很高的權威。

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