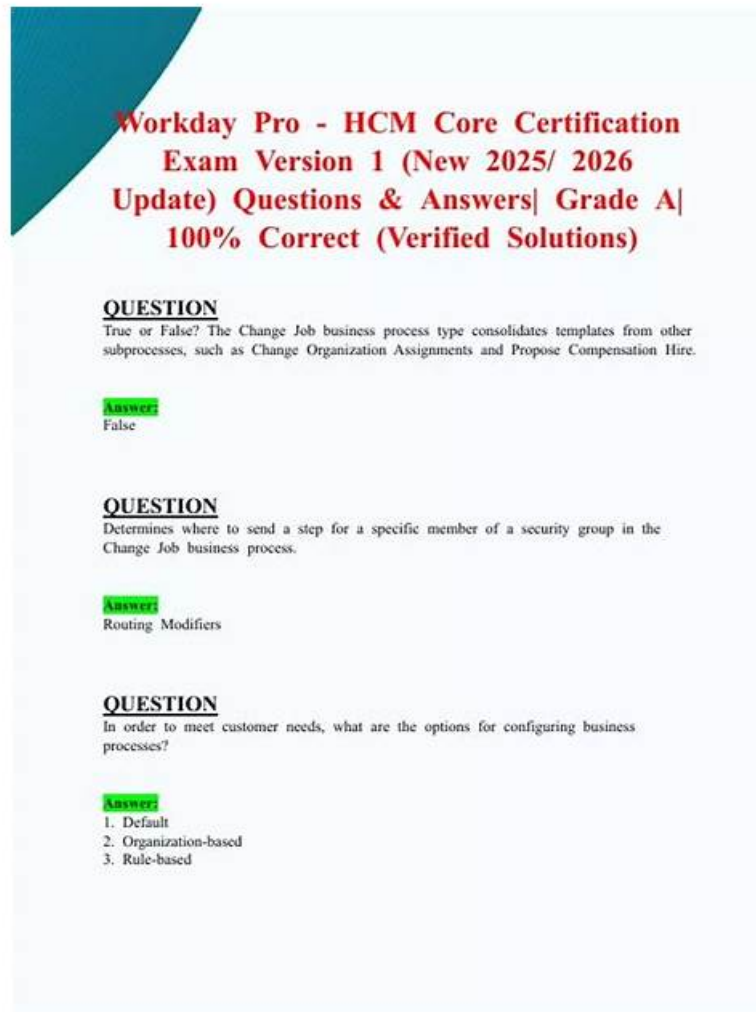


Workday-Pro-HCM-Core Guaranteed Questions Answers, Detail Workday-Pro-HCM-Core Explanation



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Workday Workday-Pro-HCM-Core Exam Syllabus Topics:

Topic	Details
Topic 1	<ul style="list-style-type: none"> 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.

Topic 2	<ul style="list-style-type: none"> • Reporting Overview: This section of the exam measures the skills of Workday Reporting Analysts and introduces candidates to standard report modification. It focuses on copying, editing, and adapting reports to meet organizational requirements.
Topic 3	<ul style="list-style-type: none"> • 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.
Topic 4	<ul style="list-style-type: none"> • 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.
Topic 5	<ul style="list-style-type: none"> • 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.
Topic 6	<ul style="list-style-type: none"> • 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.
Topic 7	<ul style="list-style-type: none"> • 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.
Topic 8	<ul style="list-style-type: none"> • 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.
Topic 9	<ul style="list-style-type: none"> • 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.
Topic 10	<ul style="list-style-type: none"> • 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.

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Detail Workday-Pro-HCM-Core Explanation & Simulation Workday-Pro-HCM-Core Questions

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Workday Pro HCM Core Certification Exam Sample Questions (Q76-Q81):

NEW QUESTION # 76

Refer to the following scenario to answer the question below.

You need to group members of multiple organizations to track and report on revenue and expense-related financial transactions. What task allows you to assign someone to lead the members of a new organization?

- A. Create Position
- B. Change Visibility
- C. Edit Name/Code
- **D. Assign Roles**

Answer: D

Explanation:

The correct task to assign someone as a leader of a new organization is "Assign Roles." In Workday, each organization (e.g., Cost Center, Company, Supervisory Organization) can have one or more roles assigned to manage that organization's transactions and activities. These roles might include Manager, HR Partner, Finance Partner, etc.

When creating a new organization or modifying an existing one, the "Assign Roles" task is used to designate the individuals who will hold specific responsibilities over that organization. This action ensures proper workflow routing, approvals, and visibility across business processes like Staffing, Compensation, and Financials. This is essential for cross-functional reporting and financial oversight. Workday Pro HCM - Organizations and Roles, "Assign Roles to Organizations" section.

NEW QUESTION # 77

You create a new bonus plan to replace an existing bonus plan.

How can you easily remove the existing bonus plan from all employees?

- A. Use the Change Job task to remove employees from the existing plan.
- B. Edit the bonus plan with an appropriate effective date and mark the plan as Inactive.
- **C. Use the Remove Compensation Plans from Employee task and select a compensation eligibility rule that identifies employees assigned to the plan.**
- D. Use the Request Bonus Payment web service to remove employees from the existing plan.

Answer: C

Explanation:

Workday provides the Remove Compensation Plans from Employee task as the most efficient and scalable method for removing an existing compensation plan from a large population. This task allows administrators to select a compensation eligibility rule that identifies all employees currently assigned to the plan and remove it in bulk.

Marking a plan as Inactive only prevents future assignments; it does not remove the plan from employees who are already assigned. Using Change Job events would require individual transactions and is not operationally efficient. The Request Bonus Payment web service is used for issuing bonus payments, not removing bonus plan assignments.

The removal task ensures:

- * Clean and auditable removal
- * No unintended job or worker data changes
- * Correct end-dating of plan assignments

Therefore, option A is the correct and Workday-recommended approach.

NEW QUESTION # 78

You need to give a security group permission to access the Change My Photo task. 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 Security for Securable Item**
- B. View Security Groups for User
- C. View Pending Security Policy Changes
- D. View Security Group

Answer: A

Explanation:

The correct report is View Security for Securable Item.

In Workday, each task, report, or domain is considered a securable item that is protected by one or more security policies. When an administrator needs to identify which policy governs access to a particular task- such as Change My Photo-they use the View Security for Securable Item report.

This report provides detailed insight into:

- * The domain or business process associated with the securable item,
- * The related security policies,
- * Which security groups currently have access, and
- * The permissions (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.

NEW QUESTION # 79

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

Answer: B

Explanation:

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

To have the Company Organization automatically default when hiring workers into a supervisory organization, you must update the organization settings through the Edit Supervisory Organization task.

This task allows you to define default organization assignments, including Company, Cost Center, Region, and Custom Organizations. Once these defaults are set, Workday automatically populates these values during staffing events such as Hire or Add 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 Organization is 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."

NEW QUESTION # 80

You want to display only relevant compensation plan sections during the Propose Compensation Change step of the Change Job business process, for both internal job changes and internal hires.

What setting enables Workday to determine which plan sections to display based on worker eligibility and user security permissions?

- **A. Enable Dynamic Display for Compensation Plan Sections**
- B. Enable Compensation Setup Segment Security
- C. Hide Total Salary & Allowances
- D. Enable Eligibility Rule Performance Enhancement for Compensation Plan Profiles

Answer: A

Explanation:

The Dynamic Display for Compensation Plan Sections setting allows Workday to intelligently show or hide compensation plan sections during compensation events based on plan eligibility and security permissions of the user performing the transaction.

When enabled, Workday evaluates:

- * Whether the worker is eligible for a plan
- * Whether the user has security access to view or edit the plan

This results in a cleaner, more relevant user experience and reduces errors during compensation proposals.

Segment security controls access but does not dynamically hide sections. Eligibility performance enhancements affect rule evaluation speed, not UI behavior. Hiding Total Salary & Allowances is cosmetic and does not control plan section logic.

