

Certification Workday-Pro-HCM-Reporting Sample Questions | Real Workday-Pro-HCM-Reporting Torrent

The image shows a screenshot of an Excel spreadsheet titled "Apple Inc. Consolidated Income Statement". The data is presented in a table with columns for fiscal years from FY2025A to FY2030E. The rows are categorized into Revenue & Gross Profit, Operating Expenses, and Earnings Before Tax. The values are in millions of dollars, except for per share data.

	FY2025A	FY2025E	FY2026E	FY2027E	FY2028E	FY2029E
REVENUE & GROSS PROFIT						
Total Revenue	416,161	436,969	458,618	481,758	505,848	531,139
Cost of Revenue	(220,965)	(231,594)	(243,173)	(255,332)	(268,099)	(281,593)
Gross Profit	195,201	205,375	215,444	226,426	237,749	249,545
OPERATING EXPENSES						
Research & Dev	(34,550)	(37,142)	(38,999)	(40,340)	(42,397)	(45,147)
Selling, General	(27,601)	(28,403)	(29,822)	(31,314)	(32,880)	(34,524)
EBITDA	133,050	139,830	146,622	154,763	161,871	169,964
EARNINGS BEFORE TAX						
Depreciation &	(11,808)	(10,829)	(4,826)	1,184	5,831	9,149
EBIT	121,242	129,001	141,796	155,947	167,702	179,113
Interest Income	3,750	(43)	(29)	(36)	(47)	(62)
Interest Expense	(3,323)	-	-	-	-	-
Pre-tax Income	121,669	128,958	141,567	155,910	167,655	179,051
Income Tax (Bt)	(20,119)	(20,817)	(22,715)	(24,850)	(26,825)	(28,648)
Net Income	100,450	108,141	118,852	131,060	140,830	150,403

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Workday Pro HCM Reporting Certification Exam Sample Questions (Q29-Q34):

NEW QUESTION # 29

A recruiter is running a dashboard and no data is appearing in the Top New Applications by Job Profile worklet tile. What could be the cause of the issue?

- A. The recruiter does not have access to the Top New Applications by Job Profile report.
- B. The recruiter has constrained access to the report's data source or data source filter.

- C. The dashboard configuration does not include Top New Applications by Job Profile as a required worklet.
- D. The recruiter does not have access to the domain securing the dashboard.

Answer: B

Explanation:

If a recruiter sees an empty dashboard tile, the most likely cause is constrained security access. Even though the dashboard is properly configured and the worklet is enabled, Workday's security framework ensures that report results vary by user depending on their role and assigned constraints.

From the Workday Reporting binder: "Report results differ between users if security constraints apply. Constrained security groups grant access only to a subset of data... Unconstrained security groups grant users access to all target instances of a securable item". In this scenario, the recruiter likely has constrained access to only their supervisory organization or region. As a result, the "Top New Applications by Job Profile" report returns no records in the worklet tile.

Other options are less likely: if the recruiter lacked access to the report entirely, the tile would not appear; required vs. optional dashboard configuration would not impact existing data visibility; and domain-level security applies to report access, not data filtering.

Therefore, the correct answer is C. The recruiter has constrained access to the report's data source or data source filter.

NEW QUESTION # 30

A compensation analyst would like a report that includes an Expected Deadline field that returns a date 60 days after the Bonus Approval Date field.

- **A. Increment or Decrement Date**
- B. Date Difference
- C. Build Date
- D. Format Date

Answer: A

Explanation:

Workday calculated fields allow users to manipulate dates, numbers, and text values. To calculate a new date based on an existing date field (e.g., Bonus Approval Date), you use the Increment or Decrement Date function. This adds or subtracts a defined number of days, months, or years from the source date.

From Workday Reporting documentation:

"Increment or Decrement Date - Returns a date that is a specified number of days, months, or years before or after the value of the source date field." Example: If the Bonus Approval Date is 01/01/2025, adding 60 days using this function would return 03/02/2025.

Thus, the correct choice is A. Increment or Decrement Date.

NEW QUESTION # 31

You are creating a custom report that displays employee salary amounts. You need to ensure that compensation analysts have the appropriate security permissions to view this information for all employees.

How do you confirm the security group's access to salary amounts?

- A. Review the domain security policy on the report's data source.
- **B. Review the domain security policy on the salary amount report field.**
- C. Assign individuals to the compensation analyst security group.
- D. Run the Activate Security Policy Pending Changes task.

Answer: B

Explanation:

In Workday, access to sensitive data such as salary amounts is controlled at the report field level through security domains. Even if a user has access to the report itself or the data source, they will not be able to see secured fields unless their security group has permission to the domain that specifically secures that field.

The Workday HCM Reporting documentation explains that report fields are securable items and are governed by domain security policies. To confirm whether compensation analysts can view salary amounts for all employees, you must review the domain security policy associated with the Salary Amount report field and verify that the appropriate security group has View (or higher) access.

From the Workday documentation:

"Security access to report fields is controlled by domain security policies. Users must have access to the domain that secures a report field in order to view its data."

"Even when users have access to a report or data source, secured fields will not display unless domain permissions are granted."

Running Activate Security Policy Pending Changes applies changes but does not confirm access. Assigning users to a security group does not ensure that the group has the correct domain permissions. Reviewing only the data source security is insufficient because salary visibility is controlled at the field/domain level.

NEW QUESTION # 32

You are building a report to identify employees who have exceeded the allowed number of 10 sick days in the current year.

Using the Sick Days Taken field, what is the correct formula to create a Boolean calculated field that returns True if an employee has exceeded the allowed number of sick days?

- A. Sick Days Taken > 10
- B. Sick Days Taken = 10
- C. Sick Days Taken >= 10
- D. Sick Days Taken = False

Answer: A

Explanation:

To check whether a worker's sick days exceed the threshold of 10, you must define a Boolean condition. The expression Sick Days Taken > 10 evaluates to True when the value is greater than 10, and False otherwise.

From Workday Reporting documentation:

"True/False conditions can be created using numeric comparisons such as greater than (>), less than (<), or equal to (=). These return True or False depending on the worker's data." Thus, the correct formula is A. Sick Days Taken > 10.

NEW QUESTION # 33

You are viewing a Report Performance Log and notice the Top Level Filter Time is high.

How should you edit the report definition to improve this?

- A. Use a different data source
- B. Use subfilters instead of filters
- C. Use calculated fields instead of filters
- D. Use built-in data source prompts instead of filters

Answer: D

Explanation:

Workday's Report Performance Log highlights processing time contributors such as "Top Level Filter Time." If this is high, the best practice is to replace report filters with built-in data source prompts, since prompts restrict data earlier in processing, improving performance.

From the Workday Reporting documentation:

"To improve report performance, leverage built-in data source prompts instead of filters whenever possible. Prompts reduce the data set retrieved before filters are applied, minimizing filter processing time." Therefore, the correct answer is B. Use built-in data source prompts instead of filters.

NEW QUESTION # 34

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