

Workday-Pro-HCM-Core Exam Topics Pdf, Real Workday-Pro-HCM-Core Torrent



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Workday Pro HCM Core Certification Exam Sample Questions (Q25-Q30):

NEW QUESTION # 25

What report shows a visual diagram of the superior and subordinate organizations in a hierarchy?

- A. Workday Touchpoints Kit
- **B. Org Chart Report**
- C. All Jobs Report
- D. Reorganization Report

Answer: B

Explanation:

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

The Org Chart Report in Workday provides a visual hierarchical diagram displaying superior and subordinate supervisory organizations. It allows users to navigate through organizational layers, view reporting relationships, and understand the structure of the workforce within each supervisory organization.

This report is especially useful for HR and managers to visualize team structures, identify open positions, and confirm reporting lines. Option A (All Jobs Report) lists worker job data, not organizational hierarchy.

Option B (Reorganization Report) provides details about reorganization events, not a visual hierarchy.

Option C (Workday Touchpoints Kit) is a set of integration and configuration tools, not a report.

Thus, Org Chart Report is the correct option, as it visually represents the hierarchical structure of supervisory organizations and their relationships.

Reference (Paraphrased Source):

Workday Pro HCM Core - Organizations Configuration Guide (2023R2), Section: "Viewing Organizational Hierarchies and Using the Org Chart Report."

NEW QUESTION # 26

You need to trigger compensation eligibility for a newly hired worker. What step type should you use?

- A. Complete Questionnaire
- B. Service
- **C. Action**
- D. To Do

Answer: C

Explanation:

In Workday, when you need to trigger system events or sub-actions, such as initiating compensation eligibility rules for a newly hired worker, you use the Action Step type. The Action step executes a system-defined function or event automatically, without requiring manual user intervention.

In this case, adding an Action Step to the Hire Business Process (BP) can initiate the "Request Compensation Change" or run the "Determine Eligibility" process to assess compensation plans and eligibility rules for the new employee. This ensures that the worker's pay components are properly configured based on eligibility criteria immediately upon hire completion.

Option A (Complete Questionnaire) is used to collect additional data; Option B (Service) is for integration or automated system services; and Option C (To Do) is used for manual informational or procedural tasks. Only Action Steps directly invoke system logic or secondary processes.

Reference (Paraphrased Source):

Workday Pro HCM Core - Business Process Configuration Guide (2023R2), Section: "Action Step Configuration and Functional Usage."

NEW QUESTION # 27

What is the purpose of a subprocess?

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

Answer: B

Explanation:

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."

NEW QUESTION # 28

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.

Before you can hire into the organization, what business process must you execute first?

- A. Edit Staffing Model
- B. Create Position
- **C. Hiring Restrictions**
- D. Change Job

Answer: C

Explanation:

The correct answer is C - Hiring Restrictions.

When a supervisory organization uses the Job Management staffing model (which has no limit on the number of jobs that can be filled), hiring is controlled through Hiring Restrictions rather than position management.

The Edit Hiring Restrictions business process must be configured before initiating hires to define:

- * Worker Type (Employee or Contingent Worker)
- * Location
- * Job Family and Job Profile
- * Time Type (Full-time or Part-time)

These restrictions determine what roles and worker types can be staffed in that supervisory organization.

Unlike Position Management, there is no need to create or approve individual positions beforehand.

Reference: Workday Pro HCM - Staffing Models and Hiring Configuration, "Establishing Hiring Restrictions in Job Management Organizations."

NEW QUESTION # 29

You need to determine which tasks in your business process must occur after the completion step. What report will you run?

- **A. Business Process Definitions**
- B. Business Process Definitions for Business Object
- C. Business Process Configuration Options
- D. Business Process Compare

Answer: A

Explanation:

The correct report to determine which tasks occur after the Completion Step in a business process is the "Business Process Definitions" report.

In Workday, the Business Process Definitions report provides a comprehensive view of all steps, conditions, and routing rules configured within a specific business process definition. This includes identifying the sequence of steps, whether they occur before or after the completion step, and the associated responsible roles or security groups.

This report is critical for administrators and Workday Pro users to validate workflow sequencing, especially when troubleshooting process behavior or verifying compliance with organizational approval structures. Other reports, such as Business Process Definitions for Business Object, are broader and list all business processes tied to a given object, but they do not detail the post-completion steps.

Reference: Workday Pro HCM - Business Process Fundamentals, "Analyzing Business Process Definitions" section; Workday Report: Business Process Definitions.

NEW QUESTION # 30

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