

# Braindumps Workday-Pro-HCM-Reporting Downloads, New Workday-Pro-HCM-Reporting Practice Questions



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Sometime, most candidates have to attend an exam, they may feel nervous and don't know what to do. If you happen to be one of them, our Workday-Pro-HCM-Reporting learning materials will greatly reduce your burden and improve your possibility of passing the exam. Our advantages of time-saving and efficient can make you no longer be afraid of the Workday-Pro-HCM-Reporting Exam, and you will find more about the benefits of our Workday-Pro-HCM-Reporting exam questions later on.

## Workday Workday-Pro-HCM-Reporting Exam Syllabus Topics:

Topic	Details
Topic 1	<ul style="list-style-type: none"><li>Human Capital Management: Human capital is a concept used by economists and social scientists to designate personal attributes considered useful in the production process. Candidates are assessed for their HCM skills.</li></ul>
Topic 2	<ul style="list-style-type: none"><li>Composite Reporting: This domain of the Workday Pro HCM Reporting Certification exam measures the skills of HRIS Analysts and covers building and managing Composite Reports to deliver advanced insights across Workday HCM data.</li></ul>
Topic 3	<ul style="list-style-type: none"><li>Calculated Fields: This domain assesses the skills of candidates regarding calculations. A calculation is a deliberate process that transforms one or more inputs into one or more results.</li></ul>
Topic 4	<ul style="list-style-type: none"><li>Reporting: Business Reporting is used to inform management and investors of information such as financial performance, the market outlook, or the performance of a specific department. Candidates are tested for their business reporting skills.</li></ul>

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## Workday Pro HCM Reporting Certification Exam Sample Questions (Q31-Q36):

### NEW QUESTION # 31

The Chief People Officer is running the Headcount by Year report and getting different results than an HR analyst, who is the report owner.

What is a possible cause of this?

- A. The HR analyst did not properly transfer ownership of the report to the Chief People Officer.
- B. The Chief People Officer does not have access to the data source filter.
- C. The HR analyst did not share the report with the Chief People Officer.
- D. Both the Chief People Officer and HR analyst have constrained access to the data source.

### Answer: D

Explanation:

Reports in Workday respect data source security constraints. Different users may see different results in the same report if their access is limited. For example, an HR analyst may have constrained access only to certain organizations or workers, while the Chief People Officer may also have constraints.

From Workday Reporting and Security documentation:

"Report results differ between users if security constraints apply. Constrained security groups grant access only to specific target data (e.g., workers in certain supervisory orgs), while unconstrained groups can view all data." Thus, the likely cause is that both the Chief People Officer and the HR analyst have constrained access to the data source. Correct answer: C.

### NEW QUESTION # 32

The Chief Learning Officer wants you to build a report that lists all current learning content and any information you have relating to ratings and popularity.

How should you find the relevant fields and data sources that are available for you to create this report?

- A. Access the View Custom Report task
- B. Run the Business Object Details report
- C. View the Learning dashboard
- D. Run the Workday Standard Reports report

### Answer: B

Explanation:

To locate the correct fields and data sources for a custom report, Workday provides the Business Object Details report. This report displays all available fields, relationships, and related business objects that can be included in reporting. It ensures report writers can confirm which fields (e.g., Learning Content, Ratings, Popularity) are accessible for use.

From the Workday Reporting documentation:

"The report data source provides the view into the primary business object. This object gives you access to class report fields as well as links to related business objects."

"The Business Object Details report is used to view which fields are available for reporting." Therefore, the correct answer is B. Run the Business Object Details report.

### NEW QUESTION # 33

A report that uses an indexed data source is running slowly for an HR analyst. The report is sorted by the Worker object field.

What can you do to improve the sorting performance?

- A. Change the data source on the report
- B. Create a calculated field that only pulls the first name of the worker
- C. Sort by the Full Name (text) field instead

- D. Select the Sort by First Accessible Column checkbox

**Answer: C**

Explanation:

When reports use Indexed Data Sources, performance issues can arise if sorting is attempted on fields that are not indexed. In the case of the Worker object, sorting directly by the Worker object field is slower. Workday best practice is to sort by text-based fields such as the "Full Name (text)" field, which improves query performance because it leverages indexed fields.

From the Workday reporting materials:

\*"For indexed data sources, performance improves when sorting by text fields such as Full Name (text), instead of object fields. Sorting by object fields causes slower performance, whereas text-based fields use the

**NEW QUESTION # 34**

You have received a request for a new custom report that is similar to the Workday-delivered report Compare Workers, and you run the Workday Standard Reports report.

What information can you use to determine if you can copy Compare Workers to create a new custom report?

- A. You can access the report's Related Actions from the Report column.
- B. The report shows Yes in the Schedulable column.
- **C. The report shows Report Writer in the Type column.**
- D. The Description column is not empty for the report.

**Answer: C**

Explanation:

The Workday Standard Reports report lists all delivered reports and key attributes. Only standard reports created with the Report Writer tool can be copied and modified into custom reports. The "Type" column indicates whether the report is a Report Writer report.

From the Workday Reporting documentation:

"Workday delivers standard reports that are available for all customers. If necessary, you can copy many of the Workday-delivered reports created with the report writer to create a custom report and modify it as needed." Thus, the correct indicator is C. The report shows Report Writer in the Type column.

**NEW QUESTION # 35**

You are creating a custom report to calculate the monthly bonus for each worker in the sales department. The bonus is calculated as 10% of the total sales for the month. What calculated field function would return the monthly bonus for each worker?

- A. Lookup Related Value
- **B. Arithmetic Calculation**
- C. Sum Related Instances
- D. Evaluate Expression

**Answer: B**

Explanation:

The Arithmetic Calculation function is designed for mathematical operations such as addition, subtraction, multiplication, and division. In this scenario, the bonus equals 10% of monthly sales, so you need to multiply the sales field by 0.10.

The Workday documentation highlights: "Arithmetic Calculation - Creates a numeric field using mathematical operations performed on existing fields." . This makes it the ideal choice for payroll- and incentive-related calculations.

Other options are less relevant: Evaluate Expression is for logical or Boolean conditions, Lookup Related Value is for retrieving fields from related objects (not calculations), and Sum Related Instances aggregates multiple rows of data but does not directly calculate percentages.

Thus, the arithmetic calculation provides a straightforward and efficient way to compute bonuses dynamically in the report.

**NEW QUESTION # 36**

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