

# Workday-Pro-HCM-Core Latest Test Materials | New Workday-Pro-HCM-Core Exam Answers



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

Topic	Details
Topic 1	<ul style="list-style-type: none"> <li>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.</li> </ul>
Topic 2	<ul style="list-style-type: none"> <li>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.</li> </ul>
Topic 3	<ul style="list-style-type: none"> <li>Navigation, Finding Data, and Business Objects: This section of the exam measures the skills of Workday HCM Analysts and focuses on navigating the Workday interface efficiently, finding relevant data, and understanding how business objects function. Candidates are tested on their ability to apply navigation techniques, recognize the structure and purpose of Workday business objects, and link them to organizational data management processes.</li> </ul>
Topic 4	<ul style="list-style-type: none"> <li>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.</li> </ul>
Topic 5	<ul style="list-style-type: none"> <li>Business Process Framework: This section of the exam measures the skills of Business Process Designers and focuses on how organizations, security, and processes interact. It includes identifying rule-based and organization-specific process definitions and understanding key business process concepts such as events, steps, and types.</li> </ul>

Topic 6	<ul style="list-style-type: none"> <li>• <b>Scheduling Reports:</b> This section of the exam measures the skills of Report Administrators and covers running, scheduling, and configuring reports with dynamic criteria. It emphasizes automation and time-based execution for reporting efficiency.</li> </ul>
Topic 7	<ul style="list-style-type: none"> <li>• <b>Business Process Configuration: Definition-Level:</b> 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.</li> </ul>
Topic 8	<ul style="list-style-type: none"> <li>• <b>Organizations:</b> This section of the exam measures the skills of HR System Administrators and covers managing organizational structures in Workday. It includes creating and maintaining organization types such as supervisory and cost center hierarchies, configuring reporting structures, and defining locations. Candidates also demonstrate the ability to assign workers, establish leadership roles, and manage the relationships between organizations and employees.</li> </ul>
Topic 9	<ul style="list-style-type: none"> <li>• <b>Prompting:</b> This section of the exam measures the skills of Report Designers and focuses on configuring prompts in report definitions. It involves identifying built-in prompts and optimizing their use to create interactive reports.</li> </ul>
Topic 10	<ul style="list-style-type: none"> <li>• <b>Business Process Steps:</b> 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.</li> </ul>
Topic 11	<ul style="list-style-type: none"> <li>• <b>Job Profiles:</b> This section of the exam measures the skills of Talent Management Specialists and includes creating, editing, and managing job profiles. It also covers understanding the relationship between job profiles, jobs, positions, and workers. Candidates are expected to create job family groups, build job requisitions, and ensure job structures align with workforce needs.</li> </ul>

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## **New Workday Workday-Pro-HCM-Core Exam Answers, Latest Workday-Pro-HCM-Core Exam Duration**

It is known to us that the error correction is very important for these people who are preparing for the Workday-Pro-HCM-Core exam in the review stage. It is very useful and helpful for a lot of people to learn from their mistakes, because many people will make mistakes in the same way, and it is very bad for these people to improve their accuracy. If you want to correct your mistakes when you are preparing for the Workday-Pro-HCM-Core Exam, the study materials from our company will be the best choice for you.

## **Workday Pro HCM Core Certification Exam Sample Questions (Q105-Q110):**

### **NEW QUESTION # 105**

What statement about business processes is true?

- **A. You can create business process definitions based on rules.**
- B. You can add any type of condition rules to any step.
- C. You can set any step of a business process as completion.
- D. You can add any action step to any business process.

**Answer: A**

Explanation:

In Workday, a Business Process (BP) defines how specific business events are executed within the system.

The true statement among the options is that you can create business process definitions based on rules.

Workday allows you to maintain rule-based BP definitions, meaning that a single BP can have multiple versions triggered under different conditions (for example, based on supervisory organization, company, location, or job profile).

This functionality enhances configuration flexibility by allowing organizations to adapt process flow depending on contextual attributes.

- without duplicating processes. Each version operates under a defined condition rule, evaluated at runtime to determine which BP definition applies.

Options A, B, and C are incorrect:

\* A is false because not every action step can be added to every process - the available step types depend on the BP template (for example, Hire, Change Job, or Request Compensation Change).

\* B is false since condition rules can only be applied to specific steps where the system allows configuration (for instance, approvals and to-dos).

\* C is false because only a designated Completion Step marks the end of the process, and it cannot be assigned arbitrarily to any step.

Reference (Paraphrased Source):

Workday Pro HCM Core - Business Process Framework and Configuration Guide (2023R2, Workday Learning).

Sections: "Rule-Based Business Process Definitions," "Business Process Configuration Best Practices," and "Condition Rule Framework."

### NEW QUESTION # 106

A compensation partner runs the Employee Compensation Step Progression Audit report and notices seven employees listed on the report.

What should you do?

- A. Use the Maintain Compensation Steps task and add a progression rule to the steps.
- B. Use the Change Job business process to move the employees to a new grade and step.
- C. Use the Schedule Automatic Step Progression task to move eligible employees to the next step.
- D. Use the Set Up Grade Job Profile Adjustment task to update grades.

**Answer: C**

Explanation:

The Employee Compensation Step Progression Audit report identifies employees who are eligible for step progression but have not yet been progressed. When employees appear on this report, it indicates that step progression logic is configured correctly, but the progression has not yet been executed.

The appropriate action is to run the Schedule Automatic Step Progression task. This task evaluates eligibility rules, durations, and progression criteria, and then automatically moves eligible employees to the next compensation step.

Modifying compensation steps or grades is unnecessary and incorrect if progression logic already exists.

Change Job events should not be used for step progression, and grade job profile adjustments are unrelated.

Therefore, the correct action is to schedule automatic step progression, making option D correct.

### NEW QUESTION # 107

The HR Partner Role-Based (Constrained) security group is responsible for approving employee terminations.

The Access Rights to Organizations setting on this security group is Current Organization and All Subordinates.

What termination events will HR Partners need to approve?

- A. Termination events for employees that are members of the organization they are assigned to support.
- B. Termination events for employees that are members of the organization they are assigned to support and only one subordinate of that organization.
- C. Termination events for employees that are members of the organization they are assigned to support and only subordinates of that organization that do not have an HR Partner.
- D. Termination events for employees that are members of the organization they are assigned to support and any subordinates of that organization.

**Answer: D**

Explanation:

In Workday HCM, role-based (constrained) security groups control access to business processes and data based on an individual's organizational assignments. The Access Rights to Organizations setting determines which organizations—and therefore which workers—fall within the scope of responsibility for users assigned to that security role.

When the Access Rights to Organizations setting is configured as Current Organization and All Subordinates, the HR Partner assigned to a supervisory organization gains security access to that organization and every subordinate organization beneath it in the hierarchy. This access applies regardless of whether subordinate organizations have their own HR Partners assigned.

In the context of employee terminations, this means HR Partners are responsible for approving termination events for employees who belong to the organization they directly support as well as employees in any subordinate supervisory organizations. Workday

evaluates the worker's organizational membership at the time of the transaction and routes the business process approval accordingly.

Options B and C are incorrect because Workday does not limit approvals based on whether subordinate organizations have HR Partners or restrict access to a single subordinate. Option D is also incorrect because it ignores subordinate organizations entirely, which contradicts the selected access rights configuration.

From a Workday Pro HCM security design perspective, this setting ensures appropriate oversight and continuity by allowing HR Partners to support broader organizational segments without creating security gaps. It is commonly used in shared-services or regional HR models where HR Partners support entire organizational branches.

Therefore, the correct and Workday-verified answer is that HR Partners must approve termination events for employees in their assigned organization and all subordinate organizations.

#### NEW QUESTION # 108

After creating a new allowance plan, how can you assign the plan to all eligible employees?

- A. Use the Rollout Compensation Plans to Employees task and select the eligibility rule.
- B. Run the Compensation Plan Assignment Audit report and submit Request Compensation Changes.
- C. Use the Employee Compensation Plans - Allowance report and enter Change Job events.
- D. Use the View Compensation Plan Rollout Process task to assign employees.

**Answer: A**

Explanation:

Workday provides the Rollout Compensation Plans to Employees task to efficiently assign newly created compensation plans to employees who meet defined eligibility criteria. This task evaluates the eligibility rule attached to the plan and assigns the plan to all qualifying employees in bulk.

Manual approaches such as Request Compensation Change or Change Job events are inefficient and not scalable. The View Compensation Plan Rollout Process task is informational and does not perform assignments.

Using the rollout task ensures consistency, reduces administrative effort, and aligns with Workday best practices for plan deployment.

Therefore, option D is the correct answer.

#### NEW QUESTION # 109

What HR organization type is required for every worker?

- A. Matrix
- B. Cost Center
- C. Company
- D. Supervisory

**Answer: D**

Explanation:

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

In Workday, every worker must belong to exactly one Supervisory Organization. The Supervisory Organization defines the management hierarchy and reporting structure for workers and positions. It serves as the foundation for staffing, business process routing, security role assignment, and approval workflows.

When hiring or transferring a worker, assigning them to a supervisory organization ensures that the worker's manager, HR partner, and other role-based participants are correctly identified. Without this relationship, the worker cannot be successfully staffed or managed within the tenant.

Options B (Matrix), C (Cost Center), and D (Company) may also be required for organizational reporting or accounting, but only Supervisory Organizations are mandatory for all workers because they define managerial oversight and operational hierarchy. Reference (Paraphrased Source):

Workday Pro HCM Core - Organizations Configuration Guide (2023R2), Section: "Supervisory Organizations as the Basis of Staffing Structure."

#### NEW QUESTION # 110

