

Workday-Pro-HCM-Core認定テキスト & Workday-Pro-HCM-Coreテストサンプル問題



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Workday Workday-Pro-HCM-Core 認定試験の出題範囲:

トピック	出題範囲
トピック 1	<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.
トピック 2	<ul style="list-style-type: none">• Scheduling Reports: 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.
トピック 3	<ul style="list-style-type: none">• Prompting: 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.

トピック 4	<ul style="list-style-type: none"> 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.
トピック 5	<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.
トピック 6	<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.
トピック 7	<ul style="list-style-type: none"> Job Profiles: 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.
トピック 8	<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.
トピック 9	<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.

>> Workday-Pro-HCM-Core認定テキスト <<

Workday Workday-Pro-HCM-Coreテストサンプル問題 & Workday-Pro-HCM-Core問題と解答

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Workday Pro HCM Core Certification Exam 認定 Workday-Pro-HCM-Core試験問題 (Q29-Q34):

質問 # 29

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

正解: D

解説:

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.

質問 # 30

What is a use case for a segment-based security group?

- A. HR partners need to be able to run performance reports.
- B. HR partners need to be able to approve performance reviews.
- C. HR partners need to be able to create performance review templates.
- **D. HR partners need to be able to view documents but only those assigned to the Performance Review category.**

正解: D

解説:

The correct answer is D - HR partners need to be able to view documents but only those assigned to the Performance Review category.

Segment-based security groups are used in Workday to grant access to specific subsets of data within a domain, based on defined "segments" such as document category, location, or other defined dimensions.

Unlike role-based or organization-based groups, segment-based security provides fine-grained access control that limits visibility within a specific domain.

In this case, the HR partners should only be able to view documents categorized under "Performance Review", not all employee documents. A segment-based group is ideal here because it restricts access based on the document category segment defined in the Document Review domain.

Reference: Workday Pro HCM - Security Configuration and Management, "Segment-Based Security Groups" section.

質問 # 31

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.

The Worker Type available for staffing in this organization is for workers who are paid by a third party.

What business process do you use to staff for this worker type?

- A. End Additional Job
- B. Hire Employee
- **C. Contract Contingent Worker**
- D. End Contingent Worker Contract

正解: C

解説:

The correct answer is B - Contract Contingent Worker.

In Workday, Contingent Workers are individuals who perform services for the organization but are not on the organization's payroll (they are paid by a third party). To bring a contingent worker into the system, the appropriate business process is Contract Contingent Worker.

This business process mirrors the Hire Employee process but is designed for contingent workforce management. It captures key details such as vendor, contract dates, location, job profile, and supervisory organization. The process is typically initiated when the organization wants to assign contingent workers under a supervisory org for project or temporary work.

The Hire Employee process (option A) is used for direct employees only, while options C and D are termination or ending processes, not staffing ones.

Reference: Workday Pro HCM - Staffing Models and Contingent Worker Management, "Contracting and Managing Contingent Workers."

質問 # 32

A member of the HR Partner Role-Based security group transfers to a different position on another team. What subprocess in Change Job will address their security group membership?

- A. Manage Business Processes for Worker
- B. Manage Job History
- **C. Assign Roles**
- D. Assign Pay Group

正解: C

解説:

Comprehensive and Detailed Explanation (Paraphrased from Workday Pro HCM Core - Security and Business Process Framework Guide, 2023R2):

When a worker who is part of a Role-Based Security Group (RBSG) transfers to a different position, Workday automatically reviews the roles associated with their supervisory organization through the Assign Roles subprocess.

The Assign Roles subprocess within the Change Job business process ensures that role assignments (such as HR Partner, Manager, or Payroll Partner) are updated according to the new supervisory organization's configuration. This automation helps maintain proper security access and prevents users from retaining permissions tied to their previous role or organization.

Option A (Assign Pay Group) manages payroll assignment, not security.

Option B (Manage Job History) records past job data, unrelated to role security.

Option D (Manage Business Processes for Worker) handles process configurations, not security group updates.

Thus, Assign Roles is the correct subprocess to maintain accurate security group membership during position changes.

Reference (Paraphrased Source):

Workday Pro HCM Core - Security and Business Process Configuration Guide (2023R2), Section: "Role Assignments in Staffing Events."

質問 # 33

You are creating a new security group to allow users responsible for security oversight to run Security reports across all organizations.

What type of security group should you create?

- **A. User-based**
- B. Rule-based
- C. Role-based (Constrained)
- D. Segment-based

正解: A

解説:

The correct answer is D - User-based.

User-based security groups are manually assigned to specific users and are typically used for administrative or audit-level access.

They can be configured as unconstrained, granting full visibility across all organizations and data in the tenant.

For users responsible for security oversight or auditing, a user-based group (such as Security Administrator or Security Auditor) is appropriate. This group can be assigned to the necessary domain and business process security policies that control access to security reports and configuration data.

Other group types (e.g., role-based or segment-based) depend on organizational context and cannot provide unrestricted system-wide visibility, making a user-based group the correct option for full security monitoring.

Reference: Workday Pro HCM - Security Administration and Oversight, "User-Based Security Groups for Security Auditors and Administrators" section.

質問 # 34

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