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If you want to ace the Workday Pro HCM Core Certification Exam (Workday-Pro-HCM-Core) test, the main problem you may face is not finding updated Workday-Pro-HCM-Core practice questions to crack this test quickly. After examining the situation, the Icerttest has come with the idea to provide you with updated and actual Sitecore Workday-Pro-HCM-Core Exam Dumps so you

can pass Workday-Pro-HCM-Core test on the first attempt.

Workday Pro HCM Core Certification Exam Sample Questions (Q87-Q92):

NEW QUESTION # 87

Where can you configure a guideline warning for a Compensation Package?

- A. On the segment range
- B. On the position in range
- C. On the compa-ratio
- **D. On the primary compensation basis pay range**

Answer: D

Explanation:

In Workday, guideline warnings are used to alert users during compensation events when proposed compensation falls outside defined ranges. These warnings are tied to compensation basis configurations, not to informational metrics such as compa-ratio or position in range.

A compensation package relies on a primary compensation basis to evaluate pay ranges, limits, and guidelines. The primary compensation basis pay range defines the acceptable boundaries for compensation proposals and is where guideline warnings are configured.

Compa-ratio and position in range are derived analytics used for reporting and decision support; they do not drive validation or warnings. Segment ranges are used for guideline calculations but do not independently generate warnings.

By configuring guideline warnings on the primary compensation basis pay range, Workday ensures that users are alerted when compensation proposals exceed or fall below acceptable thresholds during Hire, Change Job, or Compensation Change processes. Therefore, option D is the correct answer.

NEW QUESTION # 88

For the past four years, your company offered employees a \$3,000 annual housing allowance. The company wants to increase the allowance to \$3,500 annually and ensure both new and existing employees receive the updated amount.

How should you make this change?

- A. Use Request Compensation Change to update existing employees individually.
- B. Edit the allowance plan and change the plan amount with a new effective date.
- C. Create a new housing allowance plan and add it to the compensation package.
- **D. Run the Set Up Allowance Plan Adjustment task and adjust employees to the new defaults.**

Answer: D

Explanation:

The Set Up Allowance Plan Adjustment task is specifically designed to update allowance plan amounts for existing employee assignments when plan targets change. Simply editing the allowance plan amount ensures new employees receive the updated value, but it does not automatically update existing employees already assigned to the plan.

By running the Allowance Plan Adjustment task and selecting Adjust to New Defaults, Workday evaluates all employees assigned to the plan and updates their allowance amounts to match the new default value of \$3,500.

Manually updating employees through Request Compensation Change is inefficient and error-prone. Creating a new plan introduces unnecessary complexity and disrupts reporting continuity.

Therefore, the correct and Workday-recommended approach is to run Set Up Allowance Plan Adjustment and adjust to new defaults, making option D correct.

NEW QUESTION # 89

What security group does Workday deliver that allows employees to view information about the organization's structure?

- A. Role Maintainer
- **B. All Employees**
- C. Initiator
- D. Implemented

Answer: B

Explanation:

The correct answer is C - All Employees.

Workday delivers the All Employees security group as a predefined (delivered) user-based security group that automatically includes every active worker within the tenant. This group grants broad access to non-sensitive information that all workers should be able to view-such as organizational structure, reporting relationships, job profiles, and public worker details (like name, title, and location).

The All Employees group is fundamental for system usability and transparency, ensuring employees can navigate the org chart, identify colleagues, and understand reporting hierarchies without compromising confidential data.

Workday recommends maintaining this group's configuration in its default state to avoid restricting essential information visibility.

Security administrators may, however, further refine domain policies to exclude sensitive data while preserving general organization structure access.

Reference: Workday Pro HCM - Security Fundamentals, "Delivered Security Groups: All Employees, All Contingent Workers, and All Users" section.

NEW QUESTION # 90

What task allows you to edit the staffing model for multiple supervisory organizations at one time?

- A. Edit Staffing Model
- B. Create Supervisory Organizations
- C. Supervisory Orgs by Staffing Model
- **D. Maintain Staffing Models**

Answer: D

Explanation:

The correct answer is C - Maintain Staffing Models.

In Workday, the Maintain Staffing Model task enables administrators to update or modify the staffing model assignments for multiple supervisory organizations simultaneously. This task provides a consolidated interface to review which organizations use Position Management or Job Management, and allows bulk updates where necessary.

While the Edit Staffing Model task is used to change the staffing model for a single supervisory organization, Maintain Staffing Models is the correct and efficient method for multi-org updates-especially during tenant configuration or large-scale reorganizations.

Reference: Workday Pro HCM - Staffing Model Configuration Guide, "Maintain Staffing Models - Bulk Updates Across Organizations."

NEW QUESTION # 91

You want to award multiple one-time payments to an employee using different one-time payment plans and different scheduled payment dates, while sharing the same reason and effective date.

What must you configure to allow this?

- A. Edit the Request One-Time Payment business process and add a Review step.
- B. Select Disable Pay Date Help Text for One-Time and Referral Payment Processes on Edit Tenant Setup - HCM.
- **C. Select Enable Multiple One-Time Payments on Edit Tenant Setup - HCM.**
- D. Configure the same eligibility rules on all one-time payment plans and include them in the compensation package.

Answer: C

Explanation:

By default, Workday restricts users to entering one one-time payment per event when the reason and effective date are the same. To support scenarios where multiple one-time payments are required-such as bonuses, awards, or stipends paid on different dates-the tenant-level setting Enable Multiple One-Time Payments must be enabled.

This configuration is found in Edit Tenant Setup - HCM and allows users to enter multiple one-time payment rows within the same event, even when the effective date and reason are identical.

Business process steps, eligibility rules, and UI help text do not control the system's ability to accept multiple one-time payments in a single transaction. Without this tenant setting enabled, Workday enforces a single-payment limitation.

Therefore, enabling Enable Multiple One-Time Payments is required, making option A correct.

NEW QUESTION # 92

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