

Exam Workday-Pro-HCM-Reporting Preview - Workday-Pro-HCM-Reporting Certification Cost



Workday Pro HCM Reporting Certification

Exam Guide

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

Topic	Details
Topic 1	<ul style="list-style-type: none">• 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.
Topic 2	<ul style="list-style-type: none">• 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.

Topic 3	<ul style="list-style-type: none"> 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.
Topic 4	<ul style="list-style-type: none"> 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.

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Workday Pro HCM Reporting Certification Exam Sample Questions (Q32-Q37):

NEW QUESTION # 32

How can you capture proposed values relating to a business process event on a report?

- A. Configure Lookup Value as of Date calculated fields that return field values as of the date before the business process events occurred.
- B. Use a data source that is enabled for effective dating.
- C. Apply a report filter that only returns data that contains "proposed" in the field name.
- D. **Use an event-related business object as the primary business object or as a related business object.**

Answer: D

Explanation:

To capture proposed values from a business process event, you must use an event-related business object. For example, a Staffing Event business object can provide both the current and proposed values of job, location, or compensation during a transaction.

The Workday binder clarifies: "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." . By selecting an event-related object as the report's data source, you can retrieve pending changes alongside existing values.

Other answers are insufficient: "effective dating" only retrieves data snapshots, and filters cannot detect "proposed" unless tied to the correct object. Lookup Value as of Date would return historical data, not future proposed changes.

NEW QUESTION # 33

The HR administrator is complaining about a report that is running slowly. The report uses the Trended Workers data source and includes a field on the related Worker business object.

How can you improve report performance without altering the report requirements?

- A. Create a calculated field on the Trended Worker business object.
- B. **Add the field to the Trended Workers data source.**
- C. Run the Purge Worker Trending Data task.
- D. Run the Create Worker Trending Data task.

Answer: B

Explanation:

Performance issues often occur when trending reports pull fields from related business objects instead of directly from the Trended

Workers data source. This requires Workday to join across objects at runtime, slowing down report execution. To improve performance, you should add the required field to the Trended Workers data source, ensuring the data is pre-joined and optimized for trending.

From the Workday binder: "To improve performance, add commonly reported fields directly to the Trended Workers object. Using related business object fields requires additional joins and increases report runtime." Creating calculated fields adds complexity rather than improving speed. Purging or re-creating trending data maintains system hygiene but does not address field-level performance.

Thus, the correct solution is A. Add the field to the Trended Workers data source.

NEW QUESTION # 34

How can you view the latest content housed in WDSetup?

- A. Sign in to the Shared WDSetup tenant through the Workday Community.
- B. Migrate the content from WDSetup into a Sandbox tenant using Object Transporter (OX).
- C. Run the What's New report in your Workday tenant.
- D. Access your Customer Central tenant.

Answer: A

Explanation:

Workday maintains a shared WDSetup tenant where customers can access the latest delivered content, including reports, dashboards, and calculated field templates. Customers must log in through the Workday Community portal to access this tenant. From the Workday binder: "The WDSetup tenant provides shared configuration content maintained by Workday. Customers can access the tenant through Workday Community to review the latest delivered reports and dashboards." The other options are incorrect: Object Transporter (OX) migrates content between customer tenants, not WDSetup. Customer Central is a separate tenant for learning, not for content review. The "What's New" report shows system updates, not the latest WDSetup content. Therefore, the correct answer is C. Sign in to the Shared WDSetup tenant through the Workday Community.

NEW QUESTION # 35

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

Answer: A

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 # 36

You want to create a report that groups all employees by area code. However, the field you are pulling from contains the entire phone number.

- A. Format Number
- B. Format Text
- C. Substring Text
- D. Concatenate Text

Answer: C

Explanation:

The Substring Text function in Workday calculated fields extracts a portion of a string based on character position and length. To capture the area code from a phone number (e.g., the first three digits of a 10-digit number), you define the substring starting at position 1 with a length of 3.

From Workday Reporting documentation:

"Substring Text - Returns a portion of a text string based on a starting position and specified length." Example: Phone number 4155551234 → Substring(1,3) = 415.

Therefore, the correct choice is A. Substring Text.

NEW QUESTION # 37

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