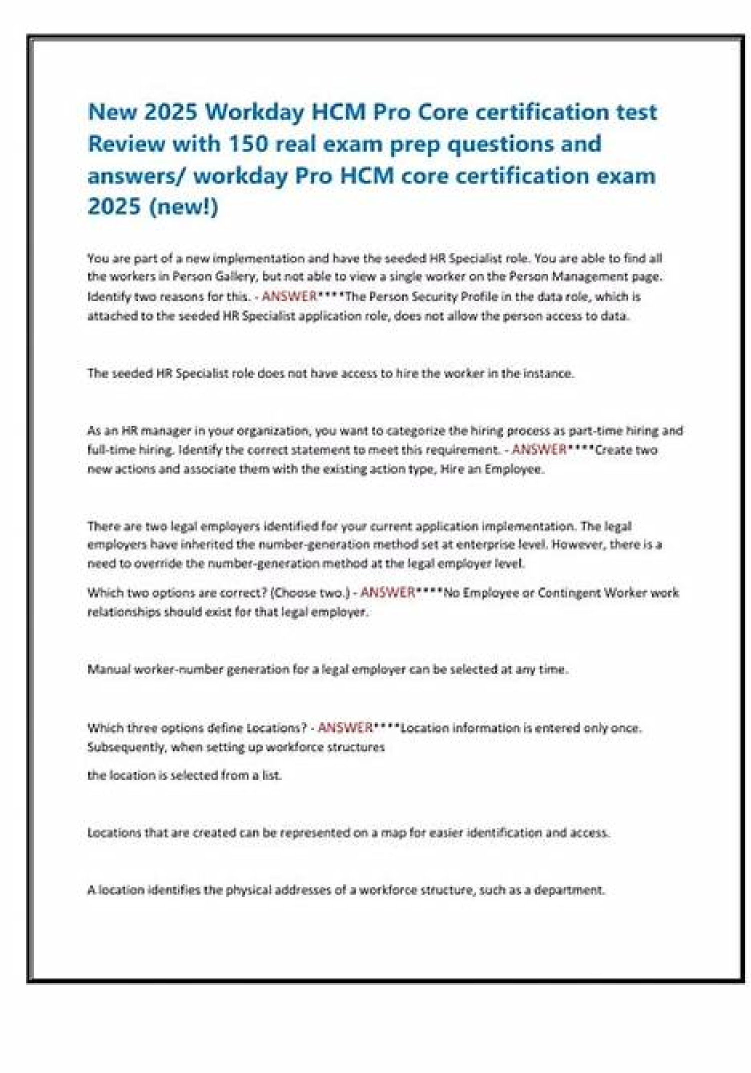
Workday-Pro-HCM-Core Reliable Real Exam & Workday-Pro-HCM-Core Test Dates



New 2025 Workday HCM Pro Core certification test Review with 150 real exam prep questions and answers/ workday Pro HCM core certification exam 2025 (new!)

You are part of a new implementation and have the seeded HR Specialist role. You are able to find all the workers in Person Gallery, but not able to view a single worker on the Person Management page. Identify two reasons for this. - ANSWER****The Person Security Profile in the data role, which is attached to the seeded HR Specialist application role, does not allow the person access to data.

The seeded HR Specialist role does not have access to hire the worker in the instance.

As an HR manager in your organization, you want to categorize the hiring process as part-time hiring and full-time hiring. Identify the correct statement to meet this requirement. - ANSWER****Create two new actions and associate them with the existing action type, Hire an Employee.

There are two legal employers identified for your current application implementation. The legal employers have inherited the number-generation method set at enterprise level. However, there is a need to override the number-generation method at the legal employer level.

Which two options are correct? (Choose two.) - ANSWER****No Employee or Contingent Worker work relationships should exist for that legal employer.

Manual worker-number generation for a legal employer can be selected at any time.

Which three options define Locations? - ANSWER****Location information is entered only once. Subsequently, when setting up workforce structures

the location is selected from a list.

Locations that are created can be represented on a map for easier identification and access.

A location identifies the physical addresses of a workforce structure, such as a department.

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

Topic	Details
Topic 1	• 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.

Topic 2	• 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.
Topic 3	• 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.
Topic 4	• 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.
Topic 5	• 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.
Topic 6	• 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.
Topic 7	• 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.
Topic 8	• Building Custom Reports: This section of the exam measures the skills of Workday Data Analysts and involves creating custom reports using standard or indexed data sources. It includes adding business object fields, enabling web services, and building reports that support decision-making.
Topic 9	• 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.
Topic 10	• Business Process Steps: 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.
Topic 11	• 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.
Topic 12	• Business Process Security: This section of the exam measures the skills of System Security Analysts and focuses on how business process security interacts with overall configurable security in Workday. Candidates ensure secure process execution through appropriate role and domain control.
Topic 13	• Business Process Configuration: Step-Level: This section of the exam measures the skills of Business Process Developers and focuses on customizing workflows. It includes creating condition rules, configuring advanced routing, customizing notifications, and adding help text to enhance user experience and control workflow behavior.

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HCM Core Certification Exam Accurate Reliable Real Exam

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Workday Pro HCM Core Certification Exam Sample Questions (Q45-Q50):

NEW QUESTION # 45
You need to give a security group permission to access theChange My Phototask. You do not know what security policy houses the task.
What report could you run to determine the policy to which you need to assign the security group?

- A. View Security Group
- B. View Pending Security Policy Changes
- C. View Security for Securable Item
- D. View Security Groups for User

Answer: C

Explanation:
The correct report isView Security for Securable Item.
In Workday, each task, report, or domain is considered asecurable itemthat is protected by one or more security policies. When an administrator needs to identify which policy governs access to a particular task- such asChange My Photo-they use theView Security for Securable Itemreport.
This report provides detailed insight into:
* The domain or business process associated with the securable item,
* The relatedsecurity policies,
* Whichsecurity groupscurrently have access, and
* Thepermissions(view, modify, initiate, etc.) assigned.
Using this report helps determine the correct security domain to update when granting or revoking access.
Reference:Workday Pro HCM -Security Fundamentals, "Analyzing Access Using 'View Security for Securable Item'" section.

NEW QUESTION # 46
What is a Workday standard report?

- A. An ad-hoc report for on-the-fly analytics
- B. A customized report for specific organizational needs
- C. A report to export data for external analysis
- D. A delivered predefined report

Answer: D

Explanation:
AWorkday standard reportrefers to adelivered, predefined reportthat is built and maintained by Workday.
These reports are available out-of-the-box and are designed to support common and essential business processes and analytics across HCM, Finance, and other Workday modules. Users can run standard reports immediately without needing to create them from scratch, and they often serve as a base for custom reporting when further refinement or filtering is necessary.
Workday provides hundreds of these reports covering a broad range of functionality-examples include
"Employee Roster", "All Positions", "Business Process Transactions", etc. These reports are typicallydomain- secured, which means access to them is governed by user security and data access permissions.
As per the Workday Pro HCM Reporting Study Guide, standard reports are also known as "delivered reports" and often include pre-configured prompts and formatting that align with Workday best practices.
Workday Pro HCM -Reporting and Analytics Fundamentals, "Standard Reports Overview" section.

NEW QUESTION # 47

You recently created asupervisory organizationthat uses thePosition Managementstaffing model. Before you can hire into the organization, what business process must you execute first?

- A. Change Job
- B. Hiring Restrictions
- C. Edit Position
- D. Create Position

Answer: D

Explanation:
The correct answer isB - Create Position.
In Workday, when a supervisory organization uses thePosition Managementstaffing model, each hire must be associated with aspecific position. Before initiating a hire, an administrator or HR partner must execute the Create Positionbusiness process to establish that position record.
This process defines critical attributes such as:
* Job Profile(e.g., HR Analyst, Accountant),
* Location,
* Time Type(Full-time/Part-time),
* Worker Type(Employee or Contingent Worker),
* Availability DateandEarliest Hire Date, and
* Position Restrictionsthat control who and how hiring can occur.
Once the position is created and approved through the configured workflow, it becomes available for hiring via theHire Employeebusiness process. Without an open, approved position, the system will not allow a hire in Position Management organizations.
Reference:Workday Pro HCM -Staffing Model Fundamentals, "Creating Positions and Hiring within Position Management Supervisory Organizations."

NEW QUESTION # 48
Your client wants to group job profiles by departments (such as Human Resources, Accounting, Supply Chain). What field should the client use when creating a job profile?

- A. Job Profile Name
- B. Job Family/Job Family Group
- C. Job Category
- D. Job Classification

Answer: B

Explanation:
The correct answer isA - Job Family/Job Family Group.
In Workday,Job FamiliesandJob Family Groupsare used to organizeJob Profilesinto logical categories for reporting, analysis, and security. This structure helps organizations group related roles, such as "HR Generalist" and "HR Business Partner" under theHuman Resources Job Family, and all HR-related families under theCorporate Services Job Family Group.
When creating or editing a Job Profile, assigning aJob Familyallows Workday to automatically associate it with the correspondingJob Family Group. These relationships are vital for talent management, compensation structures, and reporting purposes (for example, grouping compensation grades by department).
Reference:Workday Pro HCM -Job Profiles, Job Families, and Job Family Groups, "Organizing Job Profiles into Hierarchical Structures."

NEW QUESTION # 49
What statement describes business process notification functionality?

- A. You can create your own notification triggers.
- B. You can use text and fields in the body of the notification message.
- C. You can only send custom notifications to internal employees.
- D. You can only select one status as the notification trigger.

Answer: B

Explanation:
Workday'sBusiness Process Notificationfunctionality enables administrators to configurecustom notificationsthat are automatically sent to users when specific BP events occur. The correct statement is that you can use text and fields in the body of the notification message(Option B).
Notification templates support the insertion ofbusiness process fields, allowing dynamic content such as worker names, event types, or effective dates to be automatically populated in the message. This helps personalize communications and provide clear, actionable context.
Option A is incorrect because notifications can be sent toboth internal users and external participants(such as vendors or contingent workers) if appropriately configured.
Option C is incorrect - you can configuremultiple status triggers(e.g., In Progress, Denied, Completed).
Option D is incorrect since notification triggers arepredefined by Workday, and while you can configure their messages and recipients, you cannot create entirely new trigger types.
Therefore, the main strength of this feature lies in itscustomizable content,dynamic field integration, and multi-status trigger support.
Reference (Paraphrased Source):
Workday Pro HCM Core - Business Process Configuration Guide (2023R2), Section: "Business Process Notifications," and "Custom Message Configuration."

NEW QUESTION # 50
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