

Valid Workday-Pro-HCM-Reporting Exam Simulator & New Workday-Pro-HCM-Reporting Dumps Questions



Workday Pro HCM Core Exam Guide

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This study guide is designed to help you prepare for the Workday Pro exam. This guide provides general testing information and outlines the specific topics covered in each segment of the exam.

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

Topic	Details
Topic 1	<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.
Topic 2	<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 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"> • 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.
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Workday Pro HCM Reporting Certification Exam Sample Questions (Q10-Q15):

NEW QUESTION # 10

You need to create a report to show the trend of worker headcount over time.

What is the most appropriate data source for this report?

- A. Headcount
- B. Worker History
- C. Trended Workers
- D. Workers for HCM Reporting

Answer: C

Explanation:

The Trended Workers data source is specifically designed for reports that display trends over time, such as headcount, turnover, and demographics. It captures periodic snapshots of worker data (monthly, quarterly, etc.), which allows organizations to track workforce metrics historically.

From the Workday binder: "Trended Workers captures snapshots of worker data at periodic intervals, providing historical reporting across time dimensions. This enables reporting on headcount, attrition, and demographics in a time series format." By contrast, Workers for HCM Reporting is used for current-state data, not trending. Worker History provides effective-dated transaction-level history but does not automatically generate trending snapshots. Headcount is a standard delivered report and not a reusable data source for custom trending analysis.

Therefore, the most appropriate data source for worker headcount trends over time is A. Trended Workers.

NEW QUESTION # 11

You are creating a custom report that displays employee salary amounts. You need to ensure that compensation analysts have the appropriate security permissions to view this information for all employees.

How do you confirm the security group's access to salary amounts?

- A. Review the domain security policy on the report's data source.
- B. Review the domain security policy on the salary amount report field.
- C. Run the Activate Security Policy Pending Changes task.
- D. Assign individuals to the compensation analyst security group.

Answer: B

Explanation:

In Workday, access to sensitive data such as salary amounts is controlled at the report field level through security domains. Even if a user has access to the report itself or the data source, they will not be able to see secured fields unless their security group has permission to the domain that specifically secures that field.

The Workday HCM Reporting documentation explains that report fields are securable items and are governed by domain security policies. To confirm whether compensation analysts can view salary amounts for all employees, you must review the domain security policy associated with the Salary Amount report field and verify that the appropriate security group has View (or higher) access.

From the Workday documentation:

"Security access to report fields is controlled by domain security policies. Users must have access to the domain that secures a report field in order to view its data."

"Even when users have access to a report or data source, secured fields will not display unless domain permissions are granted."

Running Activate Security Policy Pending Changes applies changes but does not confirm access. Assigning users to a security group does not ensure that the group has the correct domain permissions. Reviewing only the data source security is insufficient because salary visibility is controlled at the field/domain level.

NEW QUESTION # 12

You would like to build a composite report using worker data in which report users can select a value from the output and view the worker, worker's location, and worker's manager.

Where will you need to configure the drill down values?

- A. In the composite report rows
- B. In the composite report prompt settings
- C. In the subreports
- D. In the composite report columns

Answer: D

Explanation:

In composite reports, drill-down functionality is controlled at the column level. By configuring drillable fields on the output columns, users can select values and view related details, such as worker name, location, and manager.

From the Workday documentation: "Drill-down values in composite reports are configured on columns. Columns can be set to include drillable fields, allowing users to select a value and view related data." Rows determine how data is grouped, prompts filter initial results, and subreports provide the raw data but do not directly control drillable field configurations.

Therefore, the correct configuration is C. In the composite report columns.

NEW QUESTION # 13

You have received a request for a new custom report that is similar to the Workday-delivered report Compare Workers, and you run the Workday Standard Reports report.

What information can you use to determine if you can copy Compare Workers to create a new custom report?

- A. The Description column is not empty for the report.
- B. The report shows Report Writer in the Type column.
- C. The report shows Yes in the Schedulable column.
- D. You can access the report's Related Actions from the Report column.

Answer: B

Explanation:

The Workday Standard Reports report lists all delivered reports and key attributes. Only standard reports created with the Report Writer tool can be copied and modified into custom reports. The "Type" column indicates whether the report is a Report Writer report.

From the Workday Reporting documentation:

"Workday delivers standard reports that are available for all customers. If necessary, you can copy many of the Workday-delivered reports created with the report writer to create a custom report and modify it as needed." Thus, the correct indicator is C. The report shows Report Writer in the Type column.

NEW QUESTION # 14

Refer to the following scenario to answer the question below.

You have prepared the following matrix report for a recruiting manager.

□ The recruiting manager wants to dynamically refine the output results for various hiring sources and locations.

How can you achieve this?

- A. Include a Summarization Calculation.
- B. Include a Drill to Report Link.
- C. Configure a Field Values Group.
- **D. Configure Facet Filters.**

Answer: D

Explanation:

Matrix reports in Workday allow for grouping, summarization, and drill-through capabilities. To let managers dynamically refine report results at runtime, you configure Facet Filters. Facet Filters enable users to filter the report output interactively, without modifying the underlying definition.

From the Workday Reporting documentation:

"Matrix reports allow grouping and summarization of data. You can also configure facet filters so users can dynamically refine report results by selecting values such as Hiring Source or Location." Thus, the correct way to let the recruiting manager refine the output is D. Configure Facet Filters.

NEW QUESTION # 15

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