

Perfect Workday-Pro-HCM-Core Latest Learning Material - Easy and Guaranteed Workday-Pro-HCM-Core Exam Success

Workday HCM Core PRO Exam 2024 | Workday HCM Pro Core Exam Update Latest 2024 Questions and Correct Answers Rated A+

True or False? Search lets you use partial searches and abbreviations. - ANSWER-True

What is the name and location of the icon you select when acting on or making changes to an object? - ANSWER-Related Actions, next to or below the object

What is the name of the report that displays Workday-delivered reports?
A. Workday Standard Reports B. Workday Delivered Reports C. Workday Customer Reports D. All Custom Report - ANSWER-A. Workday Standard Reports

What is the primary organizational structure within Workday HCM? - ANSWER-Supervisory

True or False? Security and business processes apply across applications and impact all Workday solutions. - ANSWER-True

What is the foundation of all jobs and positions in Workday? A. Job Profile B. Position C. Job D. Job Family - ANSWER-A. Job Profile

True or False? You can configure business process steps to route to security groups in order to complete a transaction. - ANSWER-True

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Our Workday Pro HCM Core Certification Exam (Workday-Pro-HCM-Core) PDF format is user-friendly and accessible on any smart device, allowing applicants to study from anywhere at any time. We have included actual and updated Workday Workday-Pro-HCM-Core questions in this Workday Pro HCM Core Certification Exam (Workday-Pro-HCM-Core) Dumps PDF file. Our Workday Pro HCM Core Certification Exam (Workday-Pro-HCM-Core) exam dumps PDF format is designed to help individuals acquire the knowledge necessary to succeed in the test.

Workday Workday-Pro-HCM-Core Exam Overview:

Certification Vendor:	Workday
Exam Name:	Workday Pro HCM Core Certification Exam
Exam Number:	Workday-Pro-HCM-Core
Exam Format:	Multiple choice, Proctored exam
Available Languages:	English
Related Certifications:	Workday HCM Core
Recommended Training:	Workday HCM Training Courses

Exam Registration:	Workday Certification Portal
Sample Questions:	Workday Workday-Pro-HCM-Core Sample Questions
Exam Way:	Online proctored exam delivered through Workday certification platform
Pre Condition:	Recommended familiarity with Workday HCM fundamentals or Workday introductory training courses.
Official Syllabus URL:	https://www.workday.com/en-us/services/education.html

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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	• 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 3	• 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 4	• 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 5	• Organizations: This section of the exam measures the skills of HR System Administrators and covers managing organizational structures in Workday. It includes creating and maintaining organization types such as supervisory and cost center hierarchies, configuring reporting structures, and defining locations. Candidates also demonstrate the ability to assign workers, establish leadership roles, and manage the relationships between organizations and employees.
Topic 6	• Business Process Framework: This section of the exam measures the skills of Business Process Designers and focuses on how organizations, security, and processes interact. It includes identifying rule-based and organization-specific process definitions and understanding key business process concepts such as events, steps, and types.
Topic 7	• 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 8	• 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 9	• 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.
Topic 10	• 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 11	• 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.
Topic 12	• 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 13	• Security: This section of the exam measures the skills of Workday Security Administrators and covers maintaining secure access within Workday. It includes managing functional areas, domains, and security policies; distinguishing between user-based and role-based groups; and updating permissions. Candidates demonstrate how to maintain domain and business process security effectively.
Topic 14	• Business Process Configuration: Definition-Level: This section of the exam measures the skills of Workflow Configuration Specialists and focuses on defining and validating business process steps. Candidates apply validation conditions, set process rules, and order steps efficiently to improve workflow accuracy.
Topic 15	• 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 16	• 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.

Workday Pro HCM Core Certification Exam Sample Questions (Q144-Q149):

NEW QUESTION # 144

A mobile allowance plan has a target amount of \$150 per month. The new target amount will be \$200 per month for employees using the plan.

Employees who currently have an override amount should retain their existing difference.

How will you update the plan target while maintaining current differences?

- A. Use the Set Up Allowance Plan Adjustment task and select Adjust to New Defaults for Employees Using Override.
- **B. Use the Set Up Allowance Plan Adjustment task and select Adjust by Same Amounts for Employees Using Override.**
- C. Change the allowance plan amount and roll out the plan to all eligible workers.
- D. Use the Remove Compensation Plan process and roll out the new plan to all eligible workers.

Answer: B

Explanation:

In Workday, when updating allowance plan target amounts, administrators must carefully manage how the change impacts employees who are assigned override amounts. Overrides represent intentional deviations from the plan default, and preserving those differences is often a business requirement.

The Set Up Allowance Plan Adjustment task provides specific options for handling overrides. The option Adjust by Same Amounts for Employees Using Override increases each employee's allowance by the same delta as the change to the plan default. In this scenario, the default increases from \$150 to \$200, a difference of \$50. Employees with override amounts will also receive a \$50 increase, thereby preserving their original variance from the default.

Selecting Adjust to New Defaults would eliminate the override difference by resetting employees to the new default amount, which contradicts the requirement. Removing or re-rolling out the plan introduces unnecessary disruption and risk.

Therefore, the correct approach is to use the Set Up Allowance Plan Adjustment task and select Adjust by Same Amounts for Employees Using Override, making option D correct.

NEW QUESTION # 145

An employee is eligible for the following compensation bases:

- * International Compensation (ranking 2)
- * Management Compensation (ranking 1)
- * Sales Compensation (ranking 3)

What compensation basis will display as the employee's primary compensation basis?

- **A. Management Compensation**
- B. Total Base Pay
- C. International Compensation
- D. Sales Compensation

Answer: A

Explanation:

In Workday, when an employee qualifies for multiple compensation bases, the system determines the primary compensation basis using the ranking value. The rule is straightforward and consistently tested: the compensation basis with the lowest numerical ranking takes precedence.

In this scenario, the employee is eligible for three ranked compensation bases:

- * Management Compensation (ranking 1)
- * International Compensation (ranking 2)
- * Sales Compensation (ranking 3)

Because ranking 1 has the highest priority, Management Compensation is selected as the employee's primary compensation basis. This primary basis is used for compensation calculations, validations, guideline enforcement, and display during compensation events.

Delivered bases such as Total Base Pay are irrelevant unless explicitly eligible and ranked. Workday does not average or combine ranked bases—only one primary basis is selected based on ranking precedence.

Therefore, Management Compensation will display as the primary compensation basis, making option C correct.

NEW QUESTION # 146

What hiring restriction do you set to meet this need?

- A. Job Description
- B. Job Category
- C. Job Profile
- **D. Job Family Group**

Answer: D

Explanation:

In Workday HCM, hiring restrictions are used in job management organizations to control what types of jobs can be hired into a supervisory organization. Selecting the correct level of restriction is critical to balancing flexibility with governance. In this scenario, the organization needs to hire multiple distinct roles—cashiers, retail specialists, and customer service representatives—to address seasonal demand. These roles are different job profiles, but they typically belong to the same broader functional area within the organization.

The most appropriate hiring restriction to meet this requirement is the Job Family Group. A job family group allows organizations to group related job families under a common functional umbrella, such as Retail Operations or Customer Support. By setting the hiring

restriction at the job family group level, the organization can hire multiple job profiles that fall within that group without needing to define each job profile individually. This provides flexibility, speeds up hiring during peak seasonal periods, and reduces administrative effort.

Restricting hiring by Job Profile would be too limiting because it allows only a single, specific role to be hired, which does not meet the need for multiple types of workers. Job Description is not used as a hiring restriction object in Workday staffing models, and Job Category is primarily used for reporting and classification purposes rather than controlling staffing eligibility.

Therefore, using a Job Family Group hiring restriction aligns with Workday Pro HCM best practices by enabling efficient, scalable hiring across multiple related roles while maintaining appropriate organizational control.

NEW QUESTION # 147

What report lists all compensation components that use any eligibility rule?

- **A. Compensation Rule Assignment**
- B. Compensation Spreadsheet
- C. Employee Compensation Audit
- D. Compensation Changes

Answer: A

Explanation:

The Compensation Rule Assignment report is designed to provide a configuration-level view of compensation components and the eligibility rules assigned to them. This report lists all compensation plans—such as salary plans, allowance plans, bonus plans, and one-time payments—that reference an eligibility rule.

This report is especially useful for:

- * Impact analysis before modifying eligibility rules

- * Auditing which compensation components rely on shared rules

- * Understanding eligibility dependencies across compensation configuration

The Employee Compensation Audit focuses on worker assignments, not configuration. Compensation Changes tracks transactional history. Compensation Spreadsheets are manual tools and do not reflect rule usage.

Therefore, the correct report for identifying all compensation components using eligibility rules is Compensation Rule Assignment, making option B correct.

NEW QUESTION # 148

While creating an Offer, you notice that default compensation configured on the job requisition is defaulting onto the offer. The location is changing, which may impact the candidate's eligibility for certain compensation elements.

How can you ensure that Workday runs eligibility rules during the Offer business process, even when default compensation exists on the job requisition?

- **A. Select the Run Eligibility Rules when there is Requisition Compensation setting in Edit Tenant Setup - HCM.**
- B. Edit the Offer business process security policy.
- C. Select the Enable Defaulting Based on Changes to Guidelines setting in Edit Tenant Setup - HCM.
- D. Select the Enable Eligibility Rule Performance Enhancement for Compensation Plan Profiles setting in Edit Tenant Setup - HCM.

Answer: A

Explanation:

By default, when compensation is preconfigured on a job requisition, Workday carries those values forward into the Offer event without re-evaluating eligibility. This can cause issues when attributes such as location change, because eligibility rules tied to country, location, or other organizational attributes may no longer be valid.

The tenant-level setting Run Eligibility Rules when there is Requisition Compensation, found in Edit Tenant Setup - HCM, instructs Workday to re-run compensation eligibility rules during the Offer process, even if compensation has already defaulted from the requisition. This ensures that compensation elements are validated against the candidate's current attributes, including location.

The eligibility performance enhancement setting affects processing speed only and does not change evaluation behavior. Guideline defaulting settings impact guideline recalculation, not eligibility. Security policy edits do not control eligibility rule execution.

Therefore, enabling Run Eligibility Rules when there is Requisition Compensation is the correct configuration, making option A correct.

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