

最實用的Workday-Pro-HCM-Core認證考試的學習資料



Workday Pro HCM Core Exam Guide

Congratulations on making it this far in your Workday Pro journey. You're one test away from the benefits of being a Workday Pro, including access to the [Workday Touchpoints Kit](#) and membership to an exclusive Workday Pro collaboration group on Workday Community.

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.

P.S. NewDumps在Google Drive上分享了免費的2026 Workday Workday-Pro-HCM-Core考試題庫：<https://drive.google.com/open?id=15nsa901F7BHXTVYUF3SX9JrtMoUB1Ozw>

你是可以免費下載NewDumps為你提供的部分關於Workday Workday-Pro-HCM-Core認證考試練習題及答案的作為嘗試，那樣你會更有信心地選擇我們的NewDumps的產品來準備你的Workday Workday-Pro-HCM-Core 認證考試。快將我們NewDumps的產品收入囊中吧。

想要通過Workday的Workday-Pro-HCM-Core考試並取得Workday-Pro-HCM-Core的認證資格嗎？NewDumps可以保證你的成功。準備考試的時候學習與考試相關的知識是很有必要的。但是，更重要的是，要選擇適合自己的高效率的工具。NewDumps的Workday-Pro-HCM-Core考古題就是適合你的最好的學習方法。這個高品質的考古題可以讓你看到不可思議的效果。如果你擔心自己不能通過考試，快點擊NewDumps的網站瞭解更多的資訊吧。

>> Workday-Pro-HCM-Core權威認證 <<

Workday-Pro-HCM-Core題庫資訊 & Workday-Pro-HCM-Core考試重點

在如今時間那麼寶貴的社會裏，我建議您來選擇NewDumps為您提供的短期培訓，你可以花少量的時間和金錢就可以通過您第一次參加的Workday Workday-Pro-HCM-Core 認證考試。

最新的 Human Capital Management Workday-Pro-HCM-Core 免費考試真題 (Q10-Q15):

問題 #10

What report allows you to view each worker's compensation details, including total base pay, compensation package, and compa-ratio, for one or more organizations you manage or support, and optionally their subordinates?

- A. Employee Compensation Audit
- B. Total Rewards
- C. Employee Compensation Details by Job Profile
- **D. Compensation Spreadsheet**

答案： D

解題說明：

The Compensation Spreadsheet is a powerful Workday reporting and analysis tool that allows managers and HR partners to view detailed compensation information for employees across one or more organizations they manage or support. It supports side-by-side viewing of key metrics, including:

- * Total base pay
- * Compensation package
- * Compa-ratio
- * Position in range
- * Allowances and bonuses

The spreadsheet format is specifically designed for managerial review, planning, and analysis, with optional inclusion of subordinate organizations. It is widely used during compensation review cycles and off-cycle analysis.

Other reports have more limited scope:

- * Employee Compensation Audit focuses on eligibility mismatches
- * Job Profile reports focus on structure, not worker-level pay
- * Total Rewards is employee-facing and not manager-analytic

Therefore, the correct answer is Compensation Spreadsheet, making option D correct.

問題 #11

Salary plan uses an eligibility rule that evaluates whether the pay rate type is Salaried. To minimize data discrepancies, what configuration should you complete next?

- A. Assign the salary plan to job profiles.
- **B. Assign pay rate types to job profiles.**
- C. Assign a pay rate type to job requisitions.
- D. Modify the eligibility rule to evaluate all job profiles.

答案： B

解題說明：

In Workday, pay rate type (Salaried or Hourly) is a foundational attribute used across staffing, compensation, and eligibility logic. When a salary plan's eligibility rule evaluates pay rate type, that value must be consistently defined at the job profile level to avoid mismatches or incorrect eligibility results.

Assigning pay rate types directly to job profiles ensures that employees hired into those roles inherit the correct classification automatically. This reduces reliance on manual data entry and prevents discrepancies during hire, job change, or compensation events.

Assigning salary plans to job profiles does not guarantee accurate eligibility if the pay rate type itself is not consistently defined. Modifying the eligibility rule weakens the control logic. Job requisitions may temporarily hold pay rate types, but job profiles are the source of truth for long-term configuration.

Therefore, assigning pay rate types to job profiles is the correct and Workday-recommended next step, making option D correct.

問題 #12

Why are compensation elements used in Workday, and to which components are they applied?

- A. They tie compensation to payroll earnings and are applied to plans, grades, and packages.
- B. They tie compensation to payroll earnings and are applied to plans, eligibility rules, and benefit deductions.
- **C. They tie compensation to payroll earnings and are applied to plans, grades, and grade profiles.**
- D. They tie compensation to payroll earnings and are applied to grades, grade profiles, and eligibility rules.

答案： C

解題說明：

In Workday HCM, compensation elements serve as the critical link between compensation plans in HCM and earnings codes in Payroll. Their primary purpose is to ensure that compensation entered in Workday is correctly interpreted, calculated, and paid through payroll processing. Without compensation elements, payroll systems would not be able to distinguish how different types of compensation—such as base salary, allowances, or bonuses—should be treated for taxation, deductions, and reporting.

Compensation elements are applied to three key components within the compensation framework: plans, grades, and grade profiles. When assigned to compensation plans, elements define how the plan's compensation is paid. When applied to grades and grade profiles, they support consistency and scalability by ensuring that compensation tied to a specific grade structure flows correctly to payroll, regardless of the job or position.

Compensation elements are not applied to eligibility rules, benefit deductions, or compensation packages.

Eligibility rules determine who can receive compensation, not how it is paid. Benefit deductions are managed within benefits configuration, and packages are used primarily for grouping plans, not payroll integration.

By standardizing the payroll linkage across plans, grades, and grade profiles, compensation elements provide flexibility, global consistency, and accurate payroll results. This makes option C the correct answer according to Workday Pro HCM compensation and payroll integration best practices.

問題 #13

What hiring restriction do you set to meet this need?

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

答案： A

解題說明：

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.

問題 #14

A manager proposes compensation for an employee and can only assign the car allowance. When the compensation partner approves the change, they can assign any allowance plan configured in the tenant, even if the employee is not eligible for those plans.

What security domain allows the compensation partner to assign allowance plans the employee is not eligible for?

- A. Select Any Compensation Package
- B. Worker Data: Compensation for Managers
- C. Worker Data: Compensation Plan Type
- D. Compensation Change: Guidelines

答案： C

解題說明：

In Workday, the ability to assign compensation plans—regardless of employee eligibility—is controlled by security domains, not by

business process steps or guidelines. The Worker Data: Compensation Plan Type security domain governs access to specific types of compensation plans, such as allowance plans, salary plans, or one-time payments.

When a user (such as a compensation partner) has broader access through this domain, they can assign compensation plans even when eligibility rules are not met. This is commonly granted to advanced compensation roles to allow exceptions, corrections, or special cases during approvals.

Manager roles are typically restricted by eligibility, which is why the manager can only assign the car allowance. The compensation partner's elevated security allows them to override eligibility.

The "Select Any Compensation Package" option controls package selection, not plan-level overrides.

Guidelines and manager domains do not grant override capability.

Therefore, the correct security domain is Worker Data: Compensation Plan Type, making option D correct.

問題 #15

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