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## Workday Pro HCM Core Certification Exam Sample Questions (Q107-Q112):

### NEW QUESTION # 107

Refer to the following scenario to answer the question below.

You need to group members of multiple organizations to track and report on revenue and expense-related financial transactions. What task allows you to assign someone to lead the members of a new organization?

- A. Create Position
- B. Change Visibility
- C. Assign Roles
- D. Edit Name/Code

**Answer: C**

Explanation:

The correct task to assign someone as a leader of a new organization is "Assign Roles." In Workday, each organization (e.g., Cost Center, Company, Supervisory Organization) can have one or more roles assigned to manage that organization's transactions and activities. These roles might include Manager, HR Partner, Finance Partner, etc.

When creating a new organization or modifying an existing one, the "Assign Roles" task is used to designate the individuals who will hold specific responsibilities over that organization. This action ensures proper workflow routing, approvals, and visibility across business processes like Staffing, Compensation, and Financials. This is essential for cross-functional reporting and financial oversight. Workday Pro HCM - Organizations and Roles, "Assign Roles to Organizations" section.

### NEW QUESTION # 108

You need to create a new supervisory organization and it needs to inherit attributes from an existing supervisory organization. What task do you use?

- A. Create Subordinate
- B. Assign Included Organizations
- C. Create Supervisory Organization
- D. Assign Roles

**Answer: A**

Explanation:

Comprehensive and Detailed Explanation (Paraphrased from Workday Pro HCM Core - Organizations Setup and Management Guide 2023R2):

When creating a new supervisory organization that should inherit attributes such as staffing model, company, and cost center from an existing organization, you use the Create Subordinate task.

This task creates the new subordinate organization directly under a superior supervisory organization. It automatically copies inherited settings such as visibility, organization assignments, and staffing model, ensuring hierarchical alignment and simplifying setup. Option B (Create Supervisory Organization) creates a brand-new top-level supervisory org without inheritance.

Option A (Assign Roles) only assigns role-based permissions after creation.

Option C (Assign Included Organizations) is used for related org relationships, not for hierarchical creation.

Thus, Create Subordinate is the correct task when the new org must inherit settings from a superior one.

Reference (Paraphrased Source):

Workday Pro HCM Core - Organizations Configuration Guide (2023R2), Section: "Creating Subordinate Supervisory Organizations and Inherited Attributes."

### NEW QUESTION # 109

What security group does Workday deliver that allows employees to view information about the organization's structure?

- A. All Employees
- B. Role Maintainer
- C. Implemented
- D. Initiator

**Answer: A**

Explanation:

The correct answer is C - All Employees.

Workday delivers the All Employees security group as a predefined (delivered) user-based security group that automatically includes every active worker within the tenant. This group grants broad access to non-sensitive information that all workers should be able to view—such as organizational structure, reporting relationships, job profiles, and public worker details (like name, title, and location).

The All Employees group is fundamental for system usability and transparency, ensuring employees can navigate the org chart, identify colleagues, and understand reporting hierarchies without compromising confidential data.

Workday recommends maintaining this group's configuration in its default state to avoid restricting essential information visibility.

Security administrators may, however, further refine domain policies to exclude sensitive data while preserving general organization structure access.

Reference: Workday Pro HCM - Security Fundamentals, "Delivered Security Groups: All Employees, All Contingent Workers, and All Users" section.

### NEW QUESTION # 110

You initiate a job change for a worker to transfer them from a position management organization to a job management organization. What statement describes the worker's previous position?

- A. The position is open and available for backfill.
- B. The position moves to the job management organization.
- C. The position's hiring restrictions were changed.
- D. The position no longer exists.

**Answer: A**

Explanation:

In Workday, position management and job management represent two different staffing models. In a position management organization, a worker is assigned to a specific position (a distinct headcount-controlled object with attributes like availability date, restrictions, and position details). When you initiate a job change that transfers the worker into a job management organization, the worker is no longer staffed against a position-managed role. Instead, the worker becomes staffed in a job management context, where staffing is generally based on the job/role and organization headcount rules rather than a discrete position object.

Because the worker is leaving a position-managed assignment, Workday treats the original position as vacated. The position itself typically remains in the position management organization (it does not "move" into job management), and it does not automatically cease to exist simply because the incumbent moved. As a result, the most accurate description is that the prior position becomes open and may be available for backfill

, depending on how your tenant is configured (for example, whether the position is frozen, closed, or otherwise restricted by staffing rules or business process conditions). This aligns with Workday's standard behavior: a worker transfer out of a filled position leaves an open position that can be recruited for and filled through normal staffing activities.

To meet seasonal demand, you need to hire cashiers, retail specialists, and customer service representatives.

### NEW QUESTION # 111

A worker can run the Compensation Package report but cannot access the Create Compensation Package task. What type of security permissions does the worker have?

- A. View and Modify on a domain security policy.
- B. View on a domain security policy.
- C. View All on a business process security policy.
- D. Initiate on a business process security policy.

**Answer: B**

Explanation:

In Workday HCM, it is essential to distinguish between domain security and business process security, as each controls different

aspects of system access. Domain security governs data visibility, such as whether a user can view compensation information or run reports. Business process security, on the other hand, controls transactional actions, such as initiating or completing tasks like Create Compensation Package.

In this scenario, the worker is able to run the Compensation Package report, which indicates they have permission to view compensation-related data. However, they cannot access the Create Compensation Package task, which is a transactional action within a business process. This clearly shows the worker has view-only access to the domain but does not have business process initiation permissions.

The correct permission type is View on a domain security policy. This level of access allows users to view data and run reports associated with that domain, but it does not allow them to modify data or initiate related business processes.

Option A is incorrect because Initiate permissions on a business process security policy would allow the worker to start the Create Compensation Package task. Option B is incorrect because View and Modify domain access would allow data changes, which is not supported by the scenario. Option C is incorrect because View All on a business process security policy would relate to visibility within business processes, not report execution.

From a Workday Pro HCM security design perspective, this scenario demonstrates the separation of duties principle: reporting access is granted through domain security, while transactional authority is tightly controlled through business process security. Therefore, the correct and Workday-verified answer is View on a domain security policy.

## NEW QUESTION # 112

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