

# Workday-Pro-HCM-Core模擬試験最新版、Workday-Pro-HCM-Core模擬体験



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>> Workday-Pro-HCM-Core模擬試験最新版 <<

## Workday Workday-Pro-HCM-Core模擬体験 & Workday-Pro-HCM-Core参考資料

あらゆる人にとって、時間は非常に大切です。Workday-Pro-HCM-Core試験に対して、いろいろな資料があります。そのような資料を勉強するには、長い時間がかかります。でも、Workday-Pro-HCM-Core問題集を利用すれば、短い時間でWorkday-Pro-HCM-Core試験に合格できます。そして、Workday-Pro-HCM-Core問題集は安くて、便利です。誰でも、Workday-Pro-HCM-Core問題集を選択すれば、試験に合格する可能性が大きいです。もし、Workday-Pro-HCM-Core問題集を勉強すれば、もし、将来にITエリートになります。

## Workday Pro HCM Core Certification Exam 認定 Workday-Pro-HCM-Core試験問題 (Q24-Q29):

### 質問 # 24

You want all managers to approve both hire details and proposed compensation. The consolidated approval chain step displays

after Propose Compensation and the completion step, Review Employee Hire. What statement describes the action that happens next?

- A. You receive a warning because the consolidated approval chain step should be the completion step.
- B. You receive a critical error because the step order should be Review Employee Hire, Propose Compensation (completion step), and then consolidated approval chain.
- C. You execute the business process successfully to meet the business need.
- **D. You receive a critical error because the consolidated approval chain step should be the completion step.**

正解: D

解説:

Comprehensive and Detailed Explanation (Paraphrased from Workday Pro HCM Core - Business Process Configuration Guide 2023R2):

A Consolidated Approval Chain Step allows multiple approval actions within a business process to be combined into a single, streamlined approval task. However, this step must be the final step before the completion step in a business process.

If the Consolidated Approval Chain appears after the completion step, Workday will trigger a critical error because the step order violates the BP framework rules. The system expects the consolidated approval to act as the last step to ensure that all approvals are received before the event finalizes.

Therefore, Option C is correct - a critical error occurs because the Consolidated Approval Chain Step must immediately precede the completion step, not follow it.

Reference (Paraphrased Source):

Workday Pro HCM Core - Business Process Configuration Guide (2023R2), Section: "Consolidated Approval Chains and Step Sequence Rules."

#### 質問 # 25

You created a Role-Based (Constrained) security group and a User-Based security group. Both security groups have access to approve compensation changes.

What access will members of each group have?

- A. Both security groups can approve compensation of all workers.
- B. Role-Based (Constrained) can approve the compensation of all workers. User-Based can approve the compensation of workers they are assigned to support.
- **C. Role-Based (Constrained) can approve compensation of workers they are assigned to support. User-Based can approve compensation of all workers.**
- D. Both security groups can approve compensation of all workers they are assigned to support.

正解: C

解説:

The correct answer is A - Role-Based (Constrained) can approve compensation of workers they are assigned to support. User-Based can approve compensation of all workers.

In Workday, Role-Based (Constrained) security groups restrict access based on an assigned organization or supervisory hierarchy. Members of a constrained role (such as Compensation Partner) can perform actions- like approving compensation changes- only for workers within their assigned supervisory organizations.

Conversely, User-Based security groups are not tied to an organization unless specifically constrained, and typically have unconstrained, tenant-wide access. When both security groups have access to the same domain or business process (e.g., "Approve Compensation Change"), the User-Based group can approve changes for all workers, while the Role-Based (Constrained) group's access is limited by their assigned scope.

Reference: Workday Pro HCM - Security Fundamentals, "Constrained vs. Unconstrained Access in Role-Based and User-Based Security Groups."

#### 質問 # 26

What security group does Workday deliver that allows employees to change their home address?

- **A. Employee-as-Self**
- B. Initiator
- C. Manager
- D. All Users

正解: A

解説:

The correct answer is A - Employee-as-Self.

Employee-as-Self is a delivered Workday user-based security group automatically assigned to all active workers within the tenant. This group allows employees to view and update their own personal data, such as home address, phone number, emergency contacts, and other self-service information.

The permissions for this group are defined in domain security policies related to personal data, such as Worker Data: Personal Information and Worker Data: Home Contact Information. Employees only have access to modify their own records, not those of others.

This self-service model is central to Workday's HCM design, empowering employees to maintain accurate personal information without administrator intervention.

Reference: Workday Pro HCM - Security and Self-Service Fundamentals, "Employee-as-Self Delivered Security Group" section.

#### 質問 # 27

In what step type can you add a validation condition rule?

- A. Integration step
- B. Initiation step
- C. Approval step
- D. Service step

正解: C

解説:

As per the Workday Module 2 Binder:

"Validation condition rules are used in approval steps to determine whether the step should occur or be skipped based on specific conditions."

- Workday Module 2 Binder, Business Processes Section

\* Situation: In a business process in Workday, organizations want certain steps (like approvals) to occur only if specific conditions are met—for example, skipping approval if the amount is under a certain threshold.

\* Task: Implement logic that dynamically controls the flow of a business process based on conditions.

\* Action: You apply a validation condition rule within an approval step. This rule evaluates defined criteria and determines if the step should be executed or bypassed.

\* Result: This enhances automation, improves efficiency, and reduces manual intervention in workflow execution.

Hence, approval steps are the specific step type in which validation condition rules can be added.

#### 質問 # 28

Your client wants to select a staffing model that will allow them to track the time to fill a position.

What staffing model should they use?

- A. Position Management
- B. Job Management
- C. A hybrid staffing model
- D. Customer-defined staffing model

正解: A

解説:

The correct answer is C - Position Management.

In Workday, Position Management is the staffing model used when an organization needs to track headcount, vacancies, and time-to-fill for each position individually. Each position represents a distinct job slot that must be filled by a worker, providing clear visibility into when a position is open, filled, or closed.

This model is ideal for organizations that require detailed tracking of resource allocation, workforce planning, and recruiting metrics such as "time to fill". Because each position must exist before a hire can occur, Workday automatically records the date the position is opened and the date it is filled, allowing accurate reporting on recruitment cycle times.

In contrast, Job Management groups workers under jobs rather than individual positions and does not provide vacancy-level tracking, making it unsuitable for time-to-fill analysis.

Reference: Workday Pro HCM - Staffing Models and Position Management Guide, "Comparing Position Management and Job

## 質問 #29

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**Workday-Pro-HCM-Core模擬体験:** <https://www.certshiken.com/Workday-Pro-HCM-Core-shiken.html>

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