素晴らしいWorkday-Pro-HCM-Core日本語版テキスト内容一回合格-一番優秀なWorkday-Pro-HCM-Core資格難易度

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当社PassTest、Workday-Pro-HCM-Core学習教材の新しいバージョンのリリースに成功しました。おそらく、Workday-Pro-HCM-Core試験の準備に深く悩まされているでしょう。これで、Workday-Pro-HCM-Core学習教材の助けを借りて、完全にリラックスした気分になれます。当社の製品は信頼性が高く優れています。さらに、当社のWorkday-Pro-HCM-Core学習教材の合格率は市場で最高です。 Workday-Pro-HCM-Core学習教材を購入することは、あなたが半分成功したことを意味します。 Workday-Pro-HCM-Core試験に初めて合格する場合、適切な決定は非常に重要です。

Workday Workday-Pro-HCM-Core 認定試験の出題範囲：

トピック	出題範囲
トピック 1	• 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.
トピック 2	• 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.
トピック 3	• Business Process Management: This section of the exam measures the skills of HRIS Administrators and covers managing both mass and individual business processes. It emphasizes handling multiple workflow tasks efficiently and ensuring accuracy in execution.

トピック 4	- 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.
トピック 5	- 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.
トピック 6	- 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.
トピック 7	- 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.
トピック 8	- 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.
トピック 9	- 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.
トピック 10	- 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.
トピック 11	- 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.
トピック 12	- Report Security: This section of the exam measures the skills of Workday Access Control Specialists and focuses on implementing security controls in report design. It covers sharing options, user access considerations, and transferring ownership responsibly.
トピック 13	- 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.
トピック 14	- Scheduling Reports: This section of the exam measures the skills of Report Administrators and covers running, scheduling, and configuring reports with dynamic criteria. It emphasizes automation and time-based execution for reporting efficiency.
トピック 15	- 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.

トピック 16	• 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.
トピック 17	• 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.

>> Workday-Pro-HCM-Core日本語版テキスト内容 <<

試験の準備方法-100％合格率のWorkday-Pro-HCM-Core日本語版テキスト内容試験-素晴らしいWorkday-Pro-HCM-Core資格難易度

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Workday Pro HCM Core Certification Exam 認定 Workday-Pro-HCM-Core 試験問題 (Q38-Q43):

質問 #38
Your client frequently has special projects their employees work on. These projects are temporary and are staffed with existing employees. Your client needs a way to assign a temporary manager for each project and be able to see all the team members in the tenant. What organization type will allow them to accomplish this?

- A. Pay Group
- B. Location Hierarchy
- C. Supervisory
- D. Matrix

正解：D

解説：
Comprehensive and Detailed Explanation (Paraphrased from Workday Pro HCM Core - Organization Types and Structures Guide, 2023R2):
The correct organization type for managing temporary project-based teams is a Matrix Organization.
Matrix organizations are designed to group employees from different supervisory organizations to work together on a temporary or functional basis, such as projects or task forces.
This structure allows the assignment of a temporary manager (Matrix Manager) who oversees project- related activities without changing employees' primary supervisory reporting relationships. The matrix manager gains visibility into all assigned members, enabling effective project oversight.
Options A (Location Hierarchy) manages physical work locations, not project teams.
Option B (Supervisory) defines permanent reporting structures.
Option D (Pay Group) organizes workers for payroll purposes only.
Thus, Matrix Organization provides the flexibility and visibility required for cross-functional, project-based staffing.
Reference (Paraphrased Source):
Workday Pro HCM Core - Organizations Configuration Guide (2023R2), Section: "Matrix Organizations and Project-Based Management."

質問 # 39

An end user is creating a new cost center. What determines the values that the user can select in the subtype field?

- A. Subtypes that default based on the role of the end user.
- B. Subtypes that Workday recommends be used for the Cost Center organization type.
- C. Subtypes configured to be used for the Cost Center organization type.
- D. Subtypes that default based on the location of the cost center.

正解：C

解説：

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

The values available in the Subtype field when creating a new Cost Center are determined by the subtypes configured for that specific organization type. Each organization type (e.g., Company, Cost Center, Region, or Supervisory) can have one or more associated subtypes that define additional categorization or behavior.

During configuration, administrators define which subtypes are valid for each organization type. Hence, when an end user creates a Cost Center, only the subtypes associated with the "Cost Center" organization type will appear in the selection list.

Options A, C, and D are incorrect because subtypes are not influenced by location, user role, or system recommendations- they are strictly defined in the configuration setup.

Reference (Paraphrased Source):

Workday Pro HCM Core - Organizations Configuration Guide (2023R2), Section: "Defining Organization Types and Subtypes."

質問 # 40

Which statements about user-based security groups are true?(Select three correct answers.)

- A. User-based security groups are always unconstrained.
- B. Assigning a user to a user-based security group kicks off a business process.
- C. User-based security groups are typically used for administrators or specific individuals who need system-wide access.
- D. User-based security groups can either be constrained or unconstrained.
- E. When a user is assigned as a member of a user-based security group, the user gets access to all security policies the group is assigned to.

正解：C、D、E

解説：

The correct answers are B, D, and E.

User-based security groups are groups in which membership is manually assigned to individual users. They are highly flexible and used primarily for administrative or elevated-access purposes.

* (B)These groups can be either constrained or unconstrained. Constrained groups limit data access (for example, access only to workers in a particular supervisory org), while unconstrained groups provide broad system-wide visibility.

* (D)These groups are commonly used for system administrators, payroll admins, or HR system owners, who require full access across tenants.

* (E)Once a user is assigned to a user-based group, they automatically inherit access to all domains and business processes that the security group has permissions for.

Option A is incorrect because user-based groups are not always unconstrained; and C is incorrect because assigning users does not initiate a business process-it's a configuration action managed through the Maintain Security Group Members task.

Reference: Workday Pro HCM - Security Configuration and Administration, "User-Based Security Group Behavior and Permissions" section.

質問 # 41

How can a user become a member of an organization-based security group?(Select two correct answers.)

- A. The user is a member of the Europe Location Hierarchy.
- B. The user is located in London, Paris, and Rome.
- C. The user is a member of the Information Technology cost center hierarchy.
- D. The user is a member of the Human Resources job family.

正解：A、C

解説：

The correct answers areBandC.

Organization-based security groupsderive membership automatically from an organizational structure in Workday-such assupervisory,cost center,region, orlocation hierarchies. Users are included in the group based on their association with that organization or hierarchy.

* B.If a user is part of theEurope Location Hierarchy, they automatically gain access assigned to that organization-based security group.

* C.Similarly, users belonging to theInformation Technology cost center hierarchyare included in the corresponding cost center-based security group.

OptionsAandDare incorrect because location membership alone (without organizational hierarchy) or job family assignment does not control membership in an organization-based group.

Reference:Workday Pro HCM -Security Fundamentals, "Organization-Based Security Groups and Derived Membership" section.

質問＃42

What is the purpose of a subprocess?

- A. It starts a Workday-delivered background process.
- B. It sends instructions and information for a task.
- C. It triggers steps from another business process.
- D. It allows users to approve a transaction.

正解：C

解説：

In Workday, asubprocessis a step type used within a business process definition toinitiate another, independent business process. The purpose of a subprocess is to trigger a set of predefined steps from a separate process that runs as part of the main (parent) process. This provides modularity and reusability across multiple BPs.

For example, when configuring aHireprocess, you might add aRequest Compensation Change subprocess to automatically launch once the hire is initiated. This avoids duplicating configuration work and ensures consistency in how related actions are handled across events.

Option A is incorrect because approvals are managed throughApproval Steps, not subprocesses.

Option C is incorrect - background processes are system-managed and not user-configured through subprocesses.

Option D refers toTo-Do or Notification Steps, which are informational, not subprocess-driven.

Thus, subprocesses are a way toembed or chain additional processesinto an event flow, promoting flexibility and maintainability.

Reference (Paraphrased Source):

Workday Pro HCM Core - Business Process Configuration Guide (2023R2), Section: "Subprocess Step Type and Configuration Best Practices."

質問＃43

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