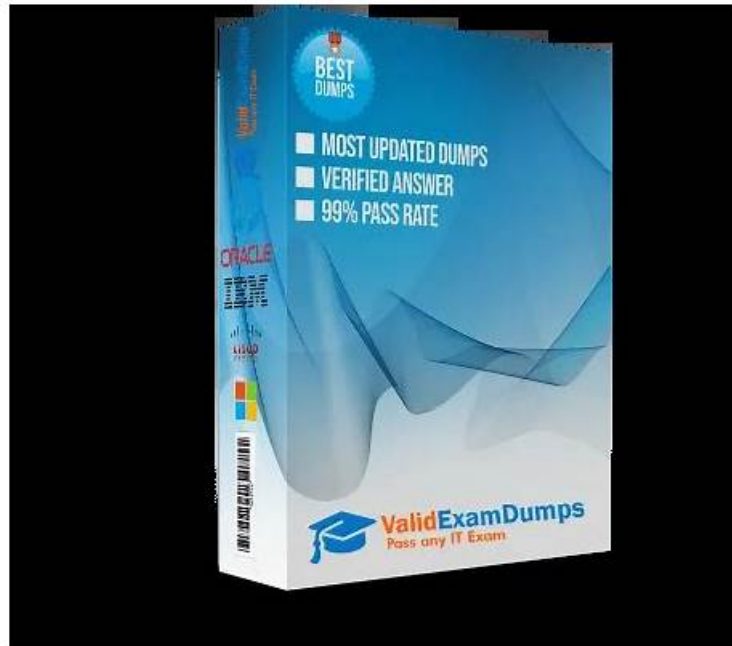# Workday-Pro-HCM-Core Pass Guaranteed - Workday-Pro-HCM-Core Fresh Dumps

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Workday Workday-Pro-HCM-Core Exam Syllabus Topics:

Topic	Details
Topic 1	• 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 2	• 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 3	• 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 4	• 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.

Topic 5	• 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 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	• 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.
Topic 8	• 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 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	• 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 11	• 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 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.
Topic 13	• 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.
Topic 14	• 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.

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Workday Pro HCM Core Certification Exam Sample Questions (Q40-Q45):

NEW QUESTION # 40
What report can you use to view how Workday secures theChange My Legal Nametask?

- A. View Security for Securable Item
- B. View Data Source Security
- C. View Security Rule
- D. View Security Groups

Answer: A

Explanation:
The correct answer isB - View Security for Securable Item.
In Workday, everytask,report,domain, andbusiness processis considered asecurable item. To analyze how access to a specific task (likeChange My Legal Name) is controlled, the system administrator uses theView Security for Securable Itemreport.
This report allows users to:
* Identifywhich domain security policygoverns the securable item,
* Seewhat security groupscurrently have access,
* Determinethe type of accessgranted (View, Modify, Initiate, etc.), and
* Understand thesecurity policy inheritanceassociated with the item.
For example, when you run this report and enter "Change My Legal Name" as the securable item, Workday returns the domain policy controlling it-typically within theWorker Data: Personal Informationdomain.
From there, security administrators can update access via theMaintain Domain Security Policy for Functional Areatask if necessary.
This is thestandard and recommended Workday methodfor determining how any specific action, report, or task is secured.
Reference:Workday Pro HCM -Security Fundamentals, "Analyzing Access with the View Security for Securable Item Report" section.

NEW QUESTION # 41
You are creating a new security group to allow users responsible for security oversight to runSecurity reports across all organizations.
What type of security group should you create?

- A. Rule-based
- B. Segment-based
- C. User-based
- D. Role-based (Constrained)

Answer: C

Explanation:
The correct answer isD - User-based.
User-based security groupsare manually assigned to specific users and are typically used foradministrative or audit-level access.
They can be configured asunconstrained, granting full visibility across all organizations and data in the tenant.
For users responsible forsecurity oversight or auditing, auser-based group(such asSecurity Administratoror Security Auditor) is appropriate. This group can be assigned to the necessarydomain and business process security policiesthat control access tosecurity reportsand configuration data.
Other group types (e.g., role-based or segment-based) depend on organizational context and cannot provide unrestricted system-wide visibility, making a user-based group the correct option for full security monitoring.
Reference:Workday Pro HCM -Security Administration and Oversight, "User-Based Security Groups for Security Auditors and Administrators" section.

NEW QUESTION # 42
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. Matrix

- C. Location Hierarchy
- D. Supervisory

Answer: B

Explanation:
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."

NEW QUESTION # 43
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. Assign Roles
- B. Create Position
- C. Change Visibility
- D. Edit Name/Code

Answer: A

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 # 44
You need to trigger compensation eligibility for a newly hired worker. What step type should you use?

- A. Service
- B. Action
- C. To Do
- D. Complete Questionnaire

Answer: B

Explanation:
In Workday, when you need to trigger system events or sub-actions, such as initiating compensation eligibility rules for a newly hired worker, you use the Action Step type. The Action step executes a system- defined function or event automatically, without requiring manual user intervention.
In this case, adding an Action Step to the Hire Business Process (BP) can initiate the "Request Compensation Change" or run the "Determine Eligibility" process to assess compensation plans and eligibility rules for the new employee. This ensures that the worker's

pay components are properly configured based on eligibility criteria immediately upon hire completion.

Option A (Complete Questionnaire) is used to collect additional data; Option B (Service) is for integration or automated system services; and Option C (To Do) is used for manual informational or procedural tasks. Only Action Stepsdirectly invoke system logic or secondary processes.

Reference (Paraphrased Source):

Workday Pro HCM Core - Business Process Configuration Guide (2023R2), Section: "Action Step Configuration and Functional Usage."

NEW QUESTION # 45

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