

Workday-Pro-HCM-Reporting Actual Collection: Workday Pro HCM Reporting Certification Exam - Workday-Pro-HCM-Reporting Quiz Braindumps & Workday-Pro-HCM-Reporting Exam Guide



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

Topic	Details
Topic 1	<ul style="list-style-type: none">Calculated Fields: This domain assesses the skills of candidates regarding calculations. A calculation is a deliberate process that transforms one or more inputs into one or more results.
Topic 2	<ul style="list-style-type: none">Reporting: Business Reporting is used to inform management and investors of information such as financial performance, the market outlook, or the performance of a specific department. Candidates are tested for their business reporting skills.
Topic 3	<ul style="list-style-type: none">Human Capital Management: Human capital is a concept used by economists and social scientists to designate personal attributes considered useful in the production process. Candidates are assessed for their HCM skills.
Topic 4	<ul style="list-style-type: none">Composite Reporting: This domain of the Workday Pro HCM Reporting Certification exam measures the skills of HRIS Analysts and covers building and managing Composite Reports to deliver advanced insights across Workday HCM data.

Workday-Pro-HCM-Reporting Valid Exam Preparation, New Workday-Pro-HCM-Reporting Test Topics

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Workday Pro HCM Reporting Certification Exam Sample Questions (Q10-Q15):

NEW QUESTION # 10

You need to filter a custom report to only return data on part-time employees. To achieve this, what comparison type should you use when creating the filter?

- A. Value specified in this filter
- B. Prompt the user for the value and ignore the filter condition if the value is blank
- C. Value from another field
- D. Prompt the user for the value

Answer: A

Explanation:

When creating a custom report, filters restrict which data records are returned. Workday allows different comparison types for filters. The option "Value specified in this filter" lets you hard-code a condition (for example, Time Type = Part-Time), so the report consistently returns only part-time employees without requiring user input.

From the Workday Reporting documentation:

"Filter - Add conditions to filter the primary business object."

"Prompts - You can further narrow and refine your report results by having the user complete prompt fields before they run the report... or use value specified in this filter for fixed filtering." Therefore, the correct answer is C. Value specified in this filter.

NEW QUESTION # 11

A report that uses an indexed data source is running slowly for an HR analyst. The report is sorted by the Worker object field. What can you do to improve the sorting performance?

- A. Create a calculated field that only pulls the first name of the worker
- B. Change the data source on the report
- C. Select the Sort by First Accessible Column checkbox
- D. Sort by the Full Name (text) field instead

Answer: D

Explanation:

When reports use Indexed Data Sources, performance issues can arise if sorting is attempted on fields that are not indexed. In the case of the Worker object, sorting directly by the Worker object field is slower. Workday best practice is to sort by text-based fields such as the "Full Name (text)" field, which improves query performance because it leverages indexed fields.

From the Workday reporting materials:

*"For indexed data sources, performance improves when sorting by text fields such as Full Name (text), instead of object fields. Sorting by object fields causes slower performance, whereas text-based fields use the

NEW QUESTION # 12

You are configuring a matrix report that shows workers' average base pay by job profile. You would like to add a field to the Detail Data that shows a worker's compensation group, which is data that is associated with the Job Profile business object.

- A. Lookup Related Value
- B. Evaluate Expression
- C. Lookup Hierarchy
- D. Extract Single Instance

Answer: A

Explanation:

The Lookup Related Value function retrieves a value from a related business object. Since Compensation Group is not stored directly on the Worker object but instead through the Job Profile business object, this function lets you traverse the relationship to return the related field into your report.

From Workday Reporting documentation:

"Lookup Related Value - Returns a field from a related business object. Use this to bring data from associated objects into a report when the field is not directly available on the primary object." Therefore, the correct answer is C. Lookup Related Value.

NEW QUESTION # 13

You are configuring a matrix report that groups average performance ratings by supervisory organization. However, the report users would like to be able to drill down and view data at each level of the hierarchy. How should you edit the report definition to achieve this functionality?

- A. Update your supervisory organization sort order to Logical sort order - Descending.
- B. Add a Detail Data Override.
- C. Include a Lookup Related Value calculated field in the Detail Data grid.
- D. Include a Lookup Hierarchy Rollup calculated field in the Drillable Fields grid.

Answer: D

Explanation:

Matrix reports in Workday allow grouping and summarization of data, but to drill down through hierarchical structures such as supervisory organizations, you must configure hierarchy-aware calculated fields. The Lookup Hierarchy Rollup function enables drillable hierarchies, showing performance metrics at each level of the organizational tree.

The Workday binder notes: "Matrix reports allow you to group data, summarize the metrics for each grouping, and drill into the summarizations for further analysis." This means you can expand results from the top supervisory org down to teams and individual workers.

Using a simple Lookup Related Value would only pull in one field from a related object, not enable hierarchical drill-down. Similarly, changing sort order or adding overrides does not create drillable hierarchies. Only Lookup Hierarchy Rollup enables this behavior.

NEW QUESTION # 14

You need to create a matrix report that evaluates the effectiveness of recruiters on each region.

How can you ensure the report displays the percentage of hires for each recruiter in relation to all recruiters and regions?

- A. Select the Percent of Overall Total option on the Number of Hires summarization
- B. Use a Count summarization to aggregate all data at the row level
- C. Create a calculated field using the Sum function on the Number of Hires summarization
- D. Create a Calculation summarization to show the percentage of hires for each region

Answer: A

Explanation:

Matrix reports in Workday allow grouping of data, applying summarizations, and drilling into the summaries for deeper analysis. To calculate percentages relative to the overall total, Workday provides a built-in summarization option called "Percent of Overall Total." This option is applied to numeric summarizations like "Number of Hires." From the Workday Reporting Guide:

"Matrix reports allow you to group data, summarize the metrics for each grouping, and drill into the summarizations for further analysis."

"You can apply different summarizations such as Count, Sum, Average, and Percent of Overall Total on numeric fields." (Matrix Report Options - Workday Module 1 Binder) Therefore, to show the percentage of hires per recruiter relative to the grand total across recruiters and regions, you would select "Percent of Overall Total" on the Number of Hires summarization.

NEW QUESTION # 15

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