

# Workday-Pro-HCM-Reporting Practice Test Pdf, Workday-Pro-HCM-Reporting Reliable Dumps Ppt



## Workday Pro HCM Core Exam Guide

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This study guide is designed to help you prepare for the Workday Pro exam. This guide provides general testing information and outlines the specific topics covered in each segment of the exam.

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

Topic	Details
Topic 1	<ul style="list-style-type: none"><li>• 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.</li></ul>
Topic 2	<ul style="list-style-type: none"><li>• 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.</li></ul>

Topic 3	<ul style="list-style-type: none"> <li>• <b>Calculated Fields:</b> 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.</li> </ul>
Topic 4	<ul style="list-style-type: none"> <li>• <b>Human Capital Management:</b> 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.</li> </ul>

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### **Workday Pro HCM Reporting Certification Exam Sample Questions (Q23-Q28):**

#### **NEW QUESTION # 23**

You need to create a report to show the trend of worker headcount over time. What is the most appropriate data source for this report?

- **A. Trended Workers**
- B. Worker History
- C. Workers for HCM Reporting
- D. Headcount

**Answer: A**

Explanation:

The Trended Workers data source is specifically designed for reports that display trends over time, such as headcount, turnover, and demographics. It captures periodic snapshots of worker data (monthly, quarterly, etc.), which allows organizations to track workforce metrics historically.

From the Workday binder: "Trended Workers captures snapshots of worker data at periodic intervals, providing historical reporting across time dimensions. This enables reporting on headcount, attrition, and demographics in a time series format." By contrast, Workers for HCM Reporting is used for current-state data, not trending. Worker History provides effective-dated transaction-level history but does not automatically generate trending snapshots. Headcount is a standard delivered report and not a reusable data source for custom trending analysis.

Therefore, the most appropriate data source for worker headcount trends over time is A. Trended Workers.

#### **NEW QUESTION # 24**

How can you view the latest content housed in WDSsetup?

- A. Run the What's New report in your Workday tenant.
- B. Access your Customer Central tenant.
- **C. Sign in to the Shared WDSsetup tenant through the Workday Community.**
- D. Migrate the content from WDSsetup into a Sandbox tenant using Object Transporter (OX).

**Answer: C**

Explanation:

Workday maintains a shared WDSsetup tenant where customers can access the latest delivered content, including reports, dashboards, and calculated field templates. Customers must log in through the Workday Community portal to access this tenant. From the Workday binder: "The WDSsetup tenant provides shared configuration content maintained by Workday. Customers can access the tenant through Workday Community to review the latest delivered reports and dashboards." The other options are incorrect: Object Transporter (OX) migrates content between customer tenants, not WDSsetup. Customer Central is a separate tenant for learning, not for content review. The "What's New" report shows system updates, not the latest WDSsetup content. Therefore, the correct answer is C. Sign in to the Shared WDSsetup tenant through the Workday Community.

#### NEW QUESTION # 25

An HR analyst has many visualizations in different discovery boards that use the Workers for HCM Reporting data source on the Worker primary business object. The analyst wants to drill into one of the visualizations by Worker. Upon drilling, the analyst notices that Worker is not a listed Drill By field option. They want to drill by Worker without editing the Drill By list of the other visualizations.

How would the analyst configure this?

- A. Create a control from a sheet filter and filter the data by Worker from the Control Panel.
- B. Add Worker as a Drill By field from the Maintain Field Lists for Discovery Boards report.
- C. Drag and drop the Worker field in one of the dimensions of this visualization in the Builder Panel.
- **D. Override the Drill By field list and add Worker in the Configuration Panel for this visualization.**

**Answer: D**

Explanation:

In Discovery Boards, drill behavior is defined in the Drill By field list. To add Worker as a drillable option in just one visualization, the analyst can override the Drill By list in the Configuration Panel of that visualization. This allows Worker to appear as a drill dimension without altering the defaults applied across other visualizations.

From the Workday documentation: "You can override Drill By field lists in the visualization configuration panel. This enables drill customization on a per-visualization basis without impacting other discovery boards." The other options are less appropriate: Maintain Field Lists changes the default for all boards; adding Worker as a dimension affects grouping, not drilling; and sheet filter controls allow filtering but do not add drill options.

Thus, the correct choice is D. Override the Drill By field list and add Worker in the Configuration Panel for this visualization.

#### NEW QUESTION # 26

You are creating a custom report that displays employee salary amounts. You need to ensure that compensation analysts have the appropriate security permissions to view this information for all employees.

How do you confirm the security group's access to salary amounts?

- **A. Review the domain security policy on the salary amount report field.**
- B. Assign individuals to the compensation analyst security group.
- C. Run the Activate Security Policy Pending Changes task.
- D. Review the domain security policy on the report's data source.

**Answer: A**

Explanation:

In Workday, access to sensitive data such as salary amounts is controlled at the report field level through security domains. Even if a user has access to the report itself or the data source, they will not be able to see secured fields unless their security group has permission to the domain that specifically secures that field.

The Workday HCM Reporting documentation explains that report fields are securable items and are governed by domain security policies. To confirm whether compensation analysts can view salary amounts for all employees, you must review the domain security policy associated with the Salary Amount report field and verify that the appropriate security group has View (or higher) access.

From the Workday documentation:

"Security access to report fields is controlled by domain security policies. Users must have access to the domain that secures a report field in order to view its data."

"Even when users have access to a report or data source, secured fields will not display unless domain permissions are granted."

Running Activate Security Policy Pending Changes applies changes but does not confirm access. Assigning users to a security group does not ensure that the group has the correct domain permissions. Reviewing only the data source security is insufficient because salary visibility is controlled at the field/domain level.

### NEW QUESTION # 27

A compensation analyst wants to provide C-level executives with a readable and easily accessible display of annual average base pay for workers by region.

What would be an effective option for this case?

- A. A worklet, because we need information from a collection of reports, organized by region.
- **B. A dashboard, because we need information from a collection of reports, organized by region.**
- C. A dashboard, because we only need information from a single report.
- D. A worklet, we only need information from a single report.

**Answer: B**

Explanation:

Workday dashboards allow organizations to present multiple reports together in a consolidated, highly visual, and interactive format. For C-level executives, who require a comprehensive and regional view of annual average base pay, dashboards are preferred over individual reports or worklets because they enable grouping and comparison across multiple data sets.

From the Workday binder: "Dashboards provide an interface to view charts and sheets all in one place. This enables managers and executives to analyze key metrics and trends so they can make better decisions." . By organizing reports by region within a dashboard, executives can quickly compare averages, identify trends, and take strategic action without needing to navigate multiple reports.

Worklets are lightweight tiles often used for single reports or quick tasks on the Home page. However, this scenario requires an organized collection of reports, making D. A dashboard, because we need information from a collection of reports, organized by region the correct answer.

### NEW QUESTION # 28

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