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Workday Pro HCM Reporting Certification Exam Sample Questions (Q15-Q20):

NEW QUESTION # 15

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

Answer: B

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 # 16

An HR analyst needs to schedule a collection of diversity reports to the HR director on a monthly basis. What mechanism should the HR analyst use to do this?

- A. Alerts
- B. Report bursting
- C. Embedded analytics
- **D. Report groups**

Answer: D

Explanation:

Report groups allow multiple reports to be bundled together and scheduled as a package to distribute at a set frequency. In this case, the HR analyst can group all diversity-related reports and schedule them to run automatically each month for the HR director. The Workday documentation explains: "Workday provides additional reporting features such as sharing, scheduling, and exporting reports. Reports can be grouped into report groups for easier scheduling and delivery."

While Report Bursting is used for distributing a single report with different data slices (e.g., sending each manager their team's results), it is not suited for bundling multiple different reports. Embedded analytics are dashboards, not scheduling tools. Alerts notify users of conditions but do not manage recurring report packages.

Therefore, Report Groups is the correct method for scheduling multiple reports together.

NEW QUESTION # 17

You would like to build a composite report using worker data in which report users can select a value from the output and view the worker, worker's location, and worker's manager.

Where will you need to configure the drill down values?

- A. In the subreports
- **B. In the composite report columns**
- C. In the composite report prompt settings

- D. In the composite report rows

Answer: B

Explanation:

In composite reports, drill-down functionality is controlled at the column level. By configuring drillable fields on the output columns, users can select values and view related details, such as worker name, location, and manager.

From the Workday documentation: "Drill-down values in composite reports are configured on columns. Columns can be set to include drillable fields, allowing users to select a value and view related data." Rows determine how data is grouped, prompts filter initial results, and subreports provide the raw data but do not directly control drillable field configurations.

Therefore, the correct configuration is C. In the composite report columns.

NEW QUESTION # 18

A user needs to view additional data on the delivered Headcount By Job Profile report.

What should you recommend?

- A. Edit the standard report
- B. Export the standard report to a data warehouse
- **C. Copy and modify the standard report**
- D. Create a custom report from scratch

Answer: C

Explanation:

Workday delivers many standard (delivered) reports that are available to all customers. These reports are a great starting point but are not editable directly. If the delivered report does not meet your requirements, you should copy it and then modify the copy to create a custom report. This ensures that you retain the delivered report as-is, while still tailoring the report output to your business needs.

From the Workday Module 1 and 2 Reporting sections:

"Workday delivers standard reports that are available for all customers. If necessary, you can copy many of the Workday-delivered reports to create a custom report and modify it as needed."

"There still may not be a report that meets my specific needs though. In that case, I can either create a report from scratch or copy a delivered report and make changes."

"Standard reports are already available in all customer tenants and span across the functional areas in Workday. Workday creates standard reports using either the report writer tool or XpressO. However, you can copy and modify reports created with report writer as needed." Therefore, the correct recommendation is to copy and modify the delivered Headcount By Job Profile report (Option D) instead of editing the original.

NEW QUESTION # 19

The HR administrator is complaining about a report that is running slowly. The report uses the Trended Workers data source and includes a field on the related Worker business object.

How can you improve report performance without altering the report requirements?

- A. Run the Purge Worker Trending Data task.
- B. Create a calculated field on the Trended Worker business object.
- **C. Add the field to the Trended Workers data source.**
- D. Run the Create Worker Trending Data task.

Answer: C

Explanation:

Performance issues often occur when trending reports pull fields from related business objects instead of directly from the Trended Workers data source. This requires Workday to join across objects at runtime, slowing down report execution. To improve performance, you should add the required field to the Trended Workers data source, ensuring the data is pre-joined and optimized for trending.

From the Workday binder: "To improve performance, add commonly reported fields directly to the Trended Workers object. Using related business object fields requires additional joins and increases report runtime." Creating calculated fields adds complexity rather than improving speed. Purging or re-creating trending data maintains system hygiene but does not address field-level performance.

Thus, the correct solution is A. Add the field to the Trended Workers data source.

NEW QUESTION # 20

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