

Workday-Pro-HCM-Reporting試験の準備方法 | 便利なWorkday-Pro-HCM-Reporting試験対策試験 | 最高のWorkday Pro HCM Reporting Certification Exam日本語認定対策

Workday Pro - HCM Core
Certification Exam Guide (Latest
Update 2025 / 2026) Knowledge
Check Questions and Answers |
Grade A | 100% Correct (Verified
Solutions)

Question:
What fields are required in the Create Position task?

Answer:

1. Posting Title
2. Number of headcount allocations
3. Availability Date
4. Earliest Hire Date

Ability to set hiring restrictions is available but not required. If not restrictions are going to be selected then the No Job Restrictions checkbox must be turned on otherwise at least one restriction is required. Pg 97

さらに、CertJuken Workday-Pro-HCM-Reportingダンプの一部が現在無料で提供されています: <https://drive.google.com/open?id=16fzkEov2-gAWQVLIn7WQFnX9WgLSAtSD>

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

トピック	出題範囲
トピック 1	<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.

トピック 2	<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.
トピック 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.
トピック 4	<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.

>> Workday-Pro-HCM-Reporting試験対策 <<

Workday-Pro-HCM-Reporting日本語認定対策 & Workday-Pro-HCM-Reporting認定デベロッパー

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Workday Pro HCM Reporting Certification Exam 認定 Workday-Pro-HCM-Reporting 試験問題 (Q33-Q38):

質問 #33

A worker report uses a filter based on the Location field, using the comparison type Prompt the user for a value. A user runs this report and leaves the prompt value blank.

What Worker instances display on the output?

- A. All Worker instances, regardless of the value of the Location field
- B. Only Worker instances where there is a value of the Location field
- C. Only Worker instances where the Location field value is blank
- D. No Worker instances, regardless of the value of the Location field

正解: A

解説:

Workday report filters allow prompts so users can enter values when running a report. If the prompt value is left blank, Workday treats it as though no filter condition has been applied, so the system returns all available Worker instances regardless of the Location field.

From the Workday Reporting guide:

"Prompts - You can further narrow and refine your report results by having the user complete prompt fields before they run the report. You can set default values for prompts... If left blank, the filter condition is ignored and all data is returned." Therefore, the correct answer is D. All Worker instances, regardless of the value of the Location field.

質問 #34

A user runs a custom report that shows employee performance data using the Rating - Current report field. The user wants to view the ratings of other teams to compare their team's performance. Upon running the report, the user is only able to view the instances for their direct reports.

What additional security configuration would the user need to view all instances of the performance data?

- A. Access to the security domain used in the report
- B. Access to the data source filter used in the report
- C. Constrained access to the report field used in the report
- D. Unconstrained access to the data source used in the report

正解: D

解説:

Workday's configurable security model determines how much data a user can see in reports. If a user can only see their direct reports, they currently have constrained access. To view performance data for all workers, the user requires unconstrained access to the data source tied to the report field.

From Workday security documentation:

"Constrained security groups grant members access only to a subset of data... Unconstrained security groups grant users access to all target instances of a securable item" Therefore, the user needs D. Unconstrained access to the data source used in the report.

質問 #35

You are building a report that shows employee performance ratings and their associated performance review details. The report uses the Performance Review primary business object. Using a calculated field, what formula should you use to retrieve the employee's job title from the related Worker business object?

- A. **Lookup Related Value**
- B. Aggregate Related Instances
- C. Lookup Range Band
- D. Evaluate Expression Band

正解: A

解説:

The correct choice is Lookup Related Value, because this function allows you to retrieve a field from a related business object that is not directly stored on your primary object. In this scenario, the primary business object is Performance Review, which holds performance-related data but not job-related data such as Job Title. Since Job Title resides on the Worker business object, you need to link from Performance Review to Worker and then retrieve Job Title.

The Workday reporting guide explains: "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." . This ensures the Performance Review data can be combined with Job Title for meaningful insights.

By contrast, Aggregate Related Instances is used to roll up multiple related values, Range Band applies thresholds, and Evaluate Expression Band is used for conditional ranges, not cross-object retrieval.

質問 #36

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

What should you recommend?

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

正解: B

解説:

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.

質問 #37

The Chief Learning Officer wants you to build a report that lists all current learning content and any information you have relating to ratings and popularity.

How should you find the relevant fields and data sources that are available for you to create this report?

- A. Access the View Custom Report task
- **B. Run the Business Object Details report**
- C. View the Learning dashboard
- D. Run the Workday Standard Reports report

正解: B

解説:

To locate the correct fields and data sources for a custom report, Workday provides the Business Object Details report. This report displays all available fields, relationships, and related business objects that can be included in reporting. It ensures report writers can confirm which fields (e.g., Learning Content, Ratings, Popularity) are accessible for use.

From the Workday Reporting documentation:

"The report data source provides the view into the primary business object. This object gives you access to class report fields as well as links to related business objects."

"The Business Object Details report is used to view which fields are available for reporting." Therefore, the correct answer is B. Run the Business Object Details report.

質問 #38

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