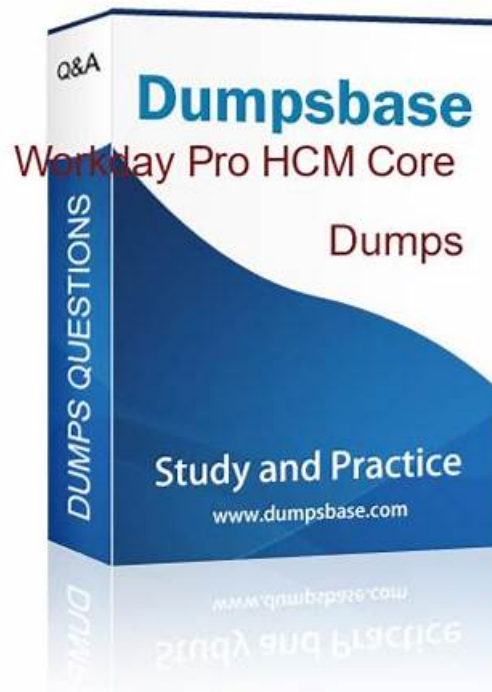


Workday-Pro-HCM-Core Brain Dumps & Leading Offer in Qualification Exams & Workday Workday Pro HCM Core Certification Exam



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Our Workday Workday-Pro-HCM-Core dumps assists the candidates of the test with its three formats to advance their preparation as per various learning needs. A team of experts at TestValid has designed the Workday-Pro-HCM-Core Pdf Format to help applicants who are too busy to prepare intensively for the Workday Workday-Pro-HCM-Core certification exam on the first go.

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

Topic	Details
Topic 1	<ul style="list-style-type: none"> 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 2	<ul style="list-style-type: none"> 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.
Topic 3	<ul style="list-style-type: none"> 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 4	<ul style="list-style-type: none"> • 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 5	<ul style="list-style-type: none"> • 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 6	<ul style="list-style-type: none"> • 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	<ul style="list-style-type: none"> • 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 8	<ul style="list-style-type: none"> • 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	<ul style="list-style-type: none"> • 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 10	<ul style="list-style-type: none"> • 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 11	<ul style="list-style-type: none"> • Navigation, Finding Data, and Business Objects: This section of the exam measures the skills of Workday HCM Analysts and focuses on navigating the Workday interface efficiently, finding relevant data, and understanding how business objects function. Candidates are tested on their ability to apply navigation techniques, recognize the structure and purpose of Workday business objects, and link them to organizational data management processes.

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Workday Pro HCM Core Certification Exam Sample Questions (Q26-Q31):

NEW QUESTION # 26

What report can you use to view how Workday secures theChange My Legal Nametask?

- **A. View Security for Securable Item**
- B. View Security Rule

- C. View Security Groups
- D. View Data Source Security

Answer: A

Explanation:

The correct answer is B - View Security for Securable Item.

In Workday, every task, report, domain, and business process is considered a securable item. To analyze how access to a specific task (like Change My Legal Name) is controlled, the system administrator uses the View Security for Securable Item report.

This report allows users to:

- * Identify which domain security policy governs the securable item,
- * See what security groups currently have access,
- * Determine the type of access granted (View, Modify, Initiate, etc.), and
- * Understand the security policy inheritance associated 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 the Worker Data: Personal Information domain.

From there, security administrators can update access via the Maintain Domain Security Policy for Functional Area task if necessary.

This is the standard and recommended Workday method for 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 # 27

Your company would like to automatically increase pay after 12 months of employment, but only after 400 hours worked.

What configuration will achieve this on compensation steps?

- **A. Set a duration of 12 months and a step progression rule that counts the number of hours worked.**
- B. Set a progression rule that counts the number of hours worked.
- C. Select the Assign First Step During Compensation Proposal checkbox and set a progression rule that counts 12 months.
- D. Set a duration of 12 months.

Answer: A

Explanation:

Compensation steps in Workday are designed to support structured, automatic pay progression based on time, service, or measurable criteria. To meet the requirement in this scenario, the configuration must enforce two separate conditions before the employee progresses to the next step: completion of 12 months of duration and accumulation of 400 worked hours.

In Workday, duration defines the minimum amount of time an employee must remain on a compensation step before becoming eligible for progression. Setting the duration to 12 months ensures the employee cannot advance earlier than one year of service. However, duration alone is insufficient when additional criteria - such as hours worked - must also be met.

This is where step progression rules are used. A step progression rule allows administrators to define measurable thresholds, such as hours worked, that must be satisfied before progression occurs. By configuring a rule that counts 400 hours worked, Workday ensures that employees who do not meet the hours requirement will not advance, even if they have completed 12 months.

Options A and B only configure one condition and do not satisfy the full requirement. Option C applies to initial step assignment, not progression eligibility.

Therefore, combining a 12-month duration with a step progression rule based on hours worked is the correct and Workday-supported configuration, making option D the correct answer.

NEW QUESTION # 28

Which of these are examples of user-based security groups? (Select two correct answers.)

- **A. Security Administrator**
- B. Managers
- C. Compensation Partner
- **D. HR Administrator**

Answer: A,D

Explanation:

From the Workday Module 2 Binder:

"User-based security groups include roles such as Security Administrator and HR Administrator. These are assigned directly to individual users and determine their access and capabilities within the tenant."

- Workday Module 2 Binder, Security Configuration Section

- * User-Based Security Groups are directly assigned to specific users, rather than based on roles or job positions.
- * Security Administrator and HR Administrator are classic examples - they're given to individual users based on need or access level.
- * Compensation Partner and Managers are role-based security groups, which are tied to a worker's role within an organization, not directly to a user.

NEW QUESTION # 29

How can a user become a member of an organization-based security group? (Select two correct answers.)

- A. The user is a member of the Human Resources job family.
- **B. The user is a member of the Europe Location Hierarchy.**
- **C. The user is a member of the Information Technology cost center hierarchy.**
- D. The user is located in London, Paris, and Rome.

Answer: B,C

Explanation:

The correct answers are B and C.

Organization-based security groups derive membership automatically from an organizational structure in Workday—such as supervisory, cost center, region, or location hierarchies. Users are included in the group based on their association with that organization or hierarchy.

* B. If a user is part of the Europe Location Hierarchy, they automatically gain access assigned to that organization-based security group.

* C. Similarly, users belonging to the Information Technology cost center hierarchy are included in the corresponding cost center-based security group.

Options A and D are incorrect because location membership alone (without organizational hierarchy) or job family assignment does not control membership in an organization-based group.

Reference: Workday Pro HCM - Security Fundamentals, "Organization-Based Security Groups and Derived Membership" section.

NEW QUESTION # 30

An employee is eligible for the following compensation bases:

- * International Compensation (ranking 2)
- * Management Compensation (ranking 1)
- * Sales Compensation (ranking 3)

What compensation basis will display as the employee's primary compensation basis?

- A. Sales Compensation
- **B. Management Compensation**
- C. International Compensation
- D. Total Base Pay

Answer: B

Explanation:

In Workday, when an employee qualifies for multiple compensation bases, the system determines the primary compensation basis using the ranking value. The rule is straightforward and consistently tested:

the compensation basis with the lowest numerical ranking takes precedence.

In this scenario, the employee is eligible for three ranked compensation bases:

- * Management Compensation (ranking 1)
- * International Compensation (ranking 2)
- * Sales Compensation (ranking 3)

Because ranking 1 has the highest priority, Management Compensation is selected as the employee's primary compensation basis.

This primary basis is used for compensation calculations, validations, guideline enforcement, and display during compensation events. Delivered bases such as Total Base Pay are irrelevant unless explicitly eligible and ranked. Workday does not average or combine ranked bases—only one primary basis is selected based on ranking precedence.

Therefore, Management Compensation will display as the primary compensation basis, making option B correct.

NEW QUESTION # 31

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