

Workday-Pro-HCM-Core 시험 대비 최신파공부자료 - Workday-Pro-HCM-Core 최고 품질덤프문제보기



그리고 KoreaDumps Workday-Pro-HCM-Core 시험 문제집의 전체 버전을 클라우드 저장소에서 다운로드할 수 있습니다: <https://drive.google.com/open?id=1p4QFOcVEQfyf69KV8OYYVe9o0qHiOQfj>

Workday인증 Workday-Pro-HCM-Core 시험은 IT인증자격증중 가장 인기있는 자격증을 취득하는 필수시험 과목입니다. Workday인증 Workday-Pro-HCM-Core 시험을 패스해야만 자격증 취득이 가능합니다. KoreaDumps의 Workday인증 Workday-Pro-HCM-Core는 최신 시험문제 커버율이 높아 시험패스가 아주 간단합니다. Workday인증 Workday-Pro-HCM-Core덤프만 공부하시면 아무런 우려없이 시험 보셔도 됩니다. 시험합격하면 좋은 소식 전해주세요.

Workday Workday-Pro-HCM-Core 시험요강:

주제	소개
주제 1	<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.
주제 2	<ul style="list-style-type: none"> Job Profiles: This section of the exam measures the skills of Talent Management Specialists and includes creating, editing, and managing job profiles. It also covers understanding the relationship between job profiles, jobs, positions, and workers. Candidates are expected to create job family groups, build job requisitions, and ensure job structures align with workforce needs.
주제 3	<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.
주제 4	<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.

주제 5	<ul style="list-style-type: none"> • Business Process Security: This section of the exam measures the skills of System Security Analysts and focuses on how business process security interacts with overall configurable security in Workday. Candidates ensure secure process execution through appropriate role and domain control.
주제 6	<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.
주제 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.
주제 8	<ul style="list-style-type: none"> • Scheduling Reports: This section of the exam measures the skills of Report Administrators and covers running, scheduling, and configuring reports with dynamic criteria. It emphasizes automation and time-based execution for reporting efficiency.
주제 9	<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.
주제 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.
주제 11	<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.
주제 12	<ul style="list-style-type: none"> • Business Process Configuration: Definition-Level: This section of the exam measures the skills of Workflow Configuration Specialists and focuses on defining and validating business process steps. Candidates apply validation conditions, set process rules, and order steps efficiently to improve workflow accuracy.
주제 13	<ul style="list-style-type: none"> • Business Process Steps: This section of the exam measures the skills of Workday Implementation Consultants and focuses on executing tasks, approvals, and subprocesses within business workflows. Candidates demonstrate managing approvals and maintaining approval chains for accurate process tracking.
주제 14	<ul style="list-style-type: none"> • Jobs and Positions: This section of the exam measures the skills of HR Operations Specialists and focuses on managing positions and employee life cycle processes. It includes creating positions, applying hiring restrictions, performing job changes, managing staffing movements, and handling employee terminations. The section also covers contingent worker management and contract administration.
주제 15	<ul style="list-style-type: none"> • Security: This section of the exam measures the skills of Workday Security Administrators and covers maintaining secure access within Workday. It includes managing functional areas, domains, and security policies; distinguishing between user-based and role-based groups; and updating permissions. Candidates demonstrate how to maintain domain and business process security effectively.
주제 16	<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.

주제 17	<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.
주제 18	<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.

>> Workday-Pro-HCM-Core시험대비 최신 덤프공부자료 <<

Workday-Pro-HCM-Core최고품질 덤프문제보기 & Workday-Pro-HCM-Core최신 덤프데모 다운로드

Workday인증 Workday-Pro-HCM-Core시험을 통과하여 자격증을 취득하여 IT 업계에서의 자신의 자리를 지키려면 많은 노력이 필요합니다. 회사일도 바쁜데 시험공부까지 스트레스가 장난아니게 싸이고 몸도 많이 상하겠죠. KoreaDumps는 여러분을 위해 최신Workday인증 Workday-Pro-HCM-Core시험에 대비한Workday인증 Workday-Pro-HCM-Core덤프를 발췌하였습니다. Workday인증 Workday-Pro-HCM-Core덤프는Workday인증 Workday-Pro-HCM-Core시험의 기출문제와 예상문제가 묶여져 있어 시험적중율이 굉장히 높습니다. 쉽게 시험을 통과하려면 KoreaDumps의 Workday인증 Workday-Pro-HCM-Core덤프를 추천합니다.

최신 Human Capital Management Workday-Pro-HCM-Core 무료샘플문제 (Q12-Q17):

질문 # 12

Airplane pilots receive a base salary as compensation. They also receive compensation based on the number of kilometers flown. The more they fly, the more they get paid. You need to create a plan to show estimated wages based on kilometers flown to include in an offer letter. What type of plan should you create?

- A. Unit-based allowance plan
- **B. Unit salary plan**
- C. Period salary plan
- D. One-time payment plan

정답: B

설명:

A unit salary plan in Workday is specifically designed to support compensation that varies based on a measurable unit of output, such as miles driven, items produced, or—in this case—kilometers flown. This plan type allows compensation to scale proportionally with the quantity of units, making it ideal for roles where pay increases directly with activity or performance volume.

For airplane pilots, compensation based on kilometers flown is not a fixed allowance or a one-time payment.

Instead, it represents variable earnings tied to ongoing work output, which aligns exactly with the purpose of a unit salary plan.

Workday allows administrators to define a rate per unit, and the system can calculate estimated compensation by multiplying the rate by the expected number of units. This calculated amount can then be displayed in offer letters, providing transparency and clarity to candidates.

A period salary plan is used for fixed salaries distributed over defined pay periods and cannot model variable, unit-driven earnings.

A one-time payment plan is intended for bonuses or ad-hoc payments and does not support ongoing estimation. A unit-based allowance plan is typically used for reimbursements or allowances, not base compensation tied to work output.

Therefore, the unit salary plan is the correct choice for modeling and presenting estimated wages based on kilometers flown, making option B the correct answer.

질문 # 13

An allowance plan has a default value of \$100 USD. The plan has three profiles:

* \$110 CAD - all Toronto employees are eligible

* €80 EUR - all Paris employees are eligible

* \$120 AUD - all Sydney employees are eligible

When you hire an employee in Dublin, Ireland, what amount does Workday default?

- A. €80 EUR
- B. \$100 USD
- C. \$0 USD
- D. €0 EUR

정답: B

설명:

In Workday HCM, allowance plan profiles are used to localize compensation amounts for specific employee populations based on eligibility criteria such as location. When an employee meets the eligibility for a plan profile, Workday defaults the amount defined in that profile.

However, when an employee does not meet the eligibility criteria for any existing plan profiles, Workday defaults to the base default value defined on the allowance plan itself. In this scenario, the default value is

\$100 USD, and the available profiles only apply to employees in Toronto, Paris, and Sydney.

Since the employee is being hired in Dublin, Ireland, they do not qualify for any of the defined profiles. As a result, Workday applies the plan's default value rather than a profile-specific amount.

Workday does not automatically convert currencies or default to zero unless explicitly configured to do so.

Therefore, the default amount remains \$100 USD.

Options A and C incorrectly assume that Workday defaults to zero, which is not standard behavior. Option D applies only to Paris employees.

Thus, the correct answer is \$100 USD, making option B correct.

질문 # 14

You have a seniority dynamic calculated plan that increases the amount of the plan every three years of an employee's employment.

An employee reaches their sixth anniversary.

What do you need to do to make sure this employee's plan updates with the new amount?

- A. You need to set up a Compensation Plan Adjustment Process to evaluate and update anyone assigned to the plan.
- B. You need to schedule a Mass Operation Management task to evaluate and update anyone assigned to the dynamic plan.
- C. You do not need to do anything. Workday will check daily and automatically change the amount for the employee.
- D. You need to create a custom audit report and submit a Request Compensation Change to update the amount.

정답: C

설명:

Dynamic calculated compensation plans in Workday are designed to automatically recalculate compensation amounts based on predefined criteria, such as seniority, service dates, or anniversaries.

When a plan is configured as a seniority dynamic calculated plan, Workday continuously evaluates the employee's service milestones without requiring manual intervention.

In this scenario, the plan is configured to increase every three years of employment. When the employee reaches their sixth anniversary, the condition for the next increase is automatically met. Workday recalculates the plan amount based on the updated seniority value and applies the new amount accordingly.

There is no requirement to run a compensation adjustment process, mass operation, or manual compensation change. These tools are typically used for fixed or manual compensation updates, not for plans driven by dynamic calculations. Workday evaluates dynamic plans as part of its standard processing, ensuring values remain accurate over time.

Options A and B introduce unnecessary administrative effort and are not required for dynamic plans. Option D incorrectly assumes manual intervention is needed, which defeats the purpose of a dynamic calculated plan.

Therefore, no action is required—the system updates the amount automatically—making option C the correct answer.

질문 # 15

You must add an approval by the HR executive on the Hire business process. To reduce the number of tasks sent to the HR executive, you want to group the steps to approve the hire details, compensation, and organization assignment details.

After you add a step to group all approvals, what additional task must you complete?

- A. Configure Consolidated Template
- B. Maintain Step Delay
- C. Configure Consolidated Approval
- D. Maintain Step Conditions

정답: A

설명:

In Workday HCM, consolidated approvals are used within business process definitions to reduce approval fatigue by grouping multiple related approval steps into a single task for the approver. This is especially useful for senior leaders, such as HR executives, who otherwise might receive several separate approval tasks for the same transaction-such as hire details, compensation, and organization assignments.

When you add a Consolidated Approval step to a business process, that step alone does not define what information is presented to the approver. To complete the configuration and make the consolidated approval functional, you must also complete the Configure Consolidated Template task. This task defines the approval layout and content, specifying which sections, fields, and business process steps are grouped and displayed together in the single approval task.

Without configuring the consolidated template, Workday does not know how to combine the approval content, and the consolidation will not behave as intended. The template controls the user experience for the approver and ensures all required information is reviewed in one place.

The other options do not meet this requirement. Maintain Step Conditions controls when a step runs but does not define consolidation behavior. Configure Consolidated Approval is not a delivered standalone task; consolidation is driven by the step and its template. Maintain Step Delay controls timing, not task grouping.

From a Workday Pro HCM best-practice perspective, adding a consolidated approval step must always be paired with Configure Consolidated Template to complete the setup. Therefore, the correct and Workday- verified answer is Configure Consolidated Template.

질문 # 16

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

정답: A

설명:

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.

질문 # 17

.....

경쟁율이 점점 높아지는 IT업계에 살아남으려면 국제적으로 인증해주는 IT자격증 몇개쯤은 취득해야 되지 않을까요? Workday Workday-Pro-HCM-Core 시험으로부터 자격증 취득을 시작해보세요. Workday Workday-Pro-HCM-Core 덤프의 모든 문제를 외우기만 하면 시험패스가 됩니다. Workday Workday-Pro-HCM-Core 덤프는 실제 시험문제의 모든 유형을 포함되어 있어 적응율이 최고입니다.

Workday-Pro-HCM-Core최고품질 덤프문제보기: https://www.koreadumps.com/Workday-Pro-HCM-Core_exam-braindumps.html

- 완벽한 Workday-Pro-HCM-Core시험대비 최신 덤프공부자료 덤프문제 ▶ www.pass4test.net ◀에서 검색만 하면▶ Workday-Pro-HCM-Core 를 무료로 다운로드할 수 있습니다Workday-Pro-HCM-Core합격보장 가능 덤프자료
- 100% 합격보장 가능한 Workday-Pro-HCM-Core시험대비 최신 덤프공부자료 최신덤프 지금▶ www.itdumps.com ◀을(를) 열고 무료 다운로드를 위해[Workday-Pro-HCM-Core]를 검색하십시오Workday-Pro-HCM-Core덤프
- Workday-Pro-HCM-Core퍼펙트 인증덤프자료 Workday-Pro-HCM-Core인기자격증 덤프공부자료 Workday-Pro-HCM-Core인증시험 인기 덤프자료 무료로 다운로드하려면 (www.dumptop.com) 로 이동하여✔ Workday-Pro-HCM-Core ✔를 검색하십시오Workday-Pro-HCM-Core최신버전 덤프공부
- Workday-Pro-HCM-Core인기자격증 시험대비자료 Workday-Pro-HCM-Core덤프 Workday-Pro-HCM-Core인기자격증 시험대비자료 무료 다운로드를 위해 지금 「 www.itdumps.com 」 에서▶ Workday-Pro-HCM-Core 검색Workday-Pro-HCM-Core인기자격증 시험대비자료
- 시험패스 가능한 Workday-Pro-HCM-Core시험대비 최신 덤프공부자료 덤프 샘플문제 다운받기 무료로 쉽게 다운로드하려면[www.itdumps.com]에서▶ Workday-Pro-HCM-Core 를 검색하세요Workday-Pro-HCM-Core유효한 인증덤프
- 시험패스 가능한 Workday-Pro-HCM-Core시험대비 최신 덤프공부자료 덤프 샘플문제 다운받기 「 www.itdumps.com 」 은[Workday-Pro-HCM-Core]무료 다운로드를 받을 수 있는 최고의 사이트입니다 Workday-Pro-HCM-Core최신 업데이트버전 인증덤프
- 최신 Workday-Pro-HCM-Core시험대비 최신 덤프공부자료 인증시험대비 공부문제 www.pass4test.net 은▶ Workday-Pro-HCM-Core 무료 다운로드를 받을 수 있는 최고의 사이트입니다Workday-Pro-HCM-Core퍼펙트 인증덤프자료
- Workday-Pro-HCM-Core최신버전 덤프공부 Workday-Pro-HCM-Core인증시험 인기 덤프자료 Workday-Pro-HCM-Core높은 통과율 덤프샘플문제 ▶ www.itdumps.com 은▶ Workday-Pro-HCM-Core 무료 다운로드를 받을 수 있는 최고의 사이트입니다Workday-Pro-HCM-Core시험대비 덤프 최신 데모
- Workday-Pro-HCM-Core높은 통과율 덤프샘플문제 Workday-Pro-HCM-Core적중을 높은 덤프자료 Workday-Pro-HCM-Core시험대비 덤프 최신 데모 “ Workday-Pro-HCM-Core ”를 무료로 다운로드하려면▶ www.passtip.net 웹사이트를 입력하세요Workday-Pro-HCM-Core최고품질 인증시험 대비자료
- Workday-Pro-HCM-Core시험대비 최신 덤프공부자료 최신버전 덤프공부자료 ▶ www.itdumps.com 에서✔ Workday-Pro-HCM-Core ✔를 검색하고 무료로 다운로드하세요Workday-Pro-HCM-Core인증시험 인기 덤프자료
- 완벽한 Workday-Pro-HCM-Core시험대비 최신 덤프공부자료 최신버전 덤프데모문제 다운받기 검색만 하면▶ www.itdumps.com 에서“ Workday-Pro-HCM-Core ”무료 다운로드Workday-Pro-HCM-Core합격보장 가능 덤프자료
- thriveccs.org, www.stes.tyc.edu.tw, montymckr738417.bloggactivo.com, pastebin.com, iwanefek392621.wikitelevitions.com, victorvrcu860164.fliplife-wiki.com, alexiaozng174392.wikimillions.com, tealbookmarks.com, emiliauhiu472607.answerblogs.com, tamzinknqb508480.blogspotapp.com, Disposable vapes

BONUS!!! KoreaDumps Workday-Pro-HCM-Core 시험 문제집 전체 버전을 무료로 다운로드하세요:
<https://drive.google.com/open?id=1p4QFOcVEQfy#69KV8OYVe9o0qHiOQfj>