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Workday Pro HCM Reporting Certification Exam Sample Questions (Q41-Q46):

NEW QUESTION # 41
You need a calculated field that returns whether or not the initiator for a Manage Goals event is the worker's manager.

- A. True/False Condition
- B. Evaluate Expression Band
- C. Evaluate Expression
- D. Lookup Related Value

Answer: A

Explanation:
The True/False Condition calculated field is used to return Boolean results (True or False) based on defined criteria. In this scenario, the field must evaluate whether the event initiator equals the worker's manager. By setting that condition, the calculated field will return True if the initiator is the manager and False otherwise.
From Workday Reporting documentation:
"True/False Condition - Creates a Boolean field that evaluates a condition and returns True or False depending on whether the condition is met." Thus, the correct answer is B. True/False Condition.

NEW QUESTION # 42
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. Evaluate Expression Band
- B. Aggregate Related Instances
- C. Lookup Range Band
- D. Lookup Related Value

Answer: D

Explanation:
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.

NEW QUESTION # 43
You would like to create an advanced report that contains information about employees and their dependents.
Where can you go to identify the field that links the two business objects, Worker and Dependent?

- A. The Related Business Object column of the Report Fields report
- B. The business object's Related Actions > Reporting > Report Fields and Values
- C. The Related Business Objects tab of the Business Object Details report
- D. The Columns tab of a report definition

Answer: C

Explanation:
To connect multiple business objects in reporting, Workday provides the Business Object Details report. The Related Business Objects tab within this report shows how different business objects are linked (e.g., Worker to Dependent). This enables report writers to identify which fields connect the primary and secondary objects.
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." Therefore, the correct answer is C. The Related Business Objects tab of the Business Object Details report.

NEW QUESTION # 44

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 composite report prompt settings
- B. In the composite report rows
- C. In the subreports
- D. In the composite report columns

Answer: D

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 # 45

You want to view benefit cost by benefit enrollment for the current year compared to the prior year to evaluate increases or decreases in plan enrollment, displaying formatted cost and count variance calculations.

What type of report would allow you to do this?

- A. Trending Report
- B. Matrix Report
- C. Advanced Report
- D. Composite Report

Answer: A

Explanation:

To evaluate year-over-year changes in benefit costs and enrollments, you need historical data comparisons over time. The Trending Report type is designed for exactly this use case, leveraging data sources like Trended Workers to display snapshots at periodic intervals and calculate variances between time periods.

From the Workday binder: "Trending reports allow you to track changes to worker data across time. These reports support analysis of headcount, demographics, benefit enrollments, and cost variances year-over-year or month-over-month." Advanced and Matrix reports provide strong analysis capabilities, but they are based on current or related effective-dated data, not time-series snapshots. Composite reports combine multiple subreports but do not inherently manage trending data or variance calculations across years.

Therefore, the only correct option for year-over-year benefit enrollment and cost variance is D. Trending Report.

NEW QUESTION # 46

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