Valid Workday-Pro-HCM-Reporting Test Questions & Leader in qualification Exams & Workday Workday Pro HCM Reporting Certification Exam

Workday HCM Core PRO TEST 2023-2024 WITH CORRECT ANSWERS GUARANTEED PASS

True or False? Search lets you use partial searches and abbreviations. - ANSWER-True

What is the name and location of the icon you select when acting on or making changes to an object? - ANSWER-Related Actions, next to or below the object

What is the name of the report that displays Workday-delivered reports?
A. Workday Standard Reports B. Workday Delivered Reports C. Workday Customer Reports D. All Custom Report - ANSWER-A. Workday Standard Reports

What is the primary organizational structure within Workday HCM? - ANSWER-Supervisory

True or False? Security and business processes apply across applications and impact all Workday solutions. - ANSWER-True

What is the foundation of all jobs and positions in Workday? A. Job Profile B. Position C. Job D. Job Family - ANSWER-A. Job Profile

True or False? You can configure business process steps to route to security groups in order to complete a transaction. - ANSWER-True

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Workday Pro HCM Reporting Certification Exam Sample Questions (Q14-Q19):

NEW QUESTION # 14
You are building a report to identify employees who have exceeded the allowed number of 10 sick days in the current year.
Using the Sick Days Taken field, what is the correct formula to create a Boolean calculated field that returns True if an employee has exceeded the allowed number of sick days?

- A. Sick Days Taken >= 10
- B. Sick Days Taken = False
- C. Sick Days Taken > 10
- D. Sick Days Taken = 10

Answer: C

Explanation:
To check whether a worker's sick days exceed the threshold of 10, you must define a Boolean condition. The expression Sick Days Taken > 10 evaluates to True when the value is greater than 10, and False otherwise.
From Workday Reporting documentation:
"True/False conditions can be created using numeric comparisons such as greater than (>), less than (<), or equal to (=). These return True or False depending on the worker's data." Thus, the correct formula is A. Sick Days Taken > 10.

NEW QUESTION # 15
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. Composite Report
- B. Matrix Report
- C. Advanced Report
- D. Trending Report

Answer: D

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 # 16
A compensation analyst wants to provide C-level executives with a readable and easily accessible display of annual average base pay for workers by region.
What would be an effective option for this case?

- A. A dashboard, because we only need information from a single report.
- B. A worklet, we only need information from a single report.
- C. A worklet, because we need information from a collection of reports, organized by region.

- D. A dashboard, because we need information from a collection of reports, organized by region.

Answer: D

Explanation:
Workday dashboards allow organizations to present multiple reports together in a consolidated, highly visual, and interactive format. For C-level executives, who require a comprehensive and regional view of annual average base pay, dashboards are preferred over individual reports or worklets because they enable grouping and comparison across multiple data sets.
From the Workday binder: "Dashboards provide an interface to view charts and sheets all in one place. This enables managers and executives to analyze key metrics and trends so they can make better decisions." . By organizing reports by region within a dashboard, executives can quickly compare averages, identify trends, and take strategic action without needing to navigate multiple reports.
Worklets are lightweight tiles often used for single reports or quick tasks on the Home page. However, this scenario requires an organized collection of reports, making D. A dashboard, because we need information from a collection of reports, organized by region the correct answer.

NEW QUESTION # 17
A recruiter is running a dashboard and no data is appearing in the Top New Applications by Job Profile worklet tile.
What could be the cause of the issue?

- A. The recruiter does not have access to the domain securing the dashboard.
- B. The recruiter does not have access to the Top New Applications by Job Profile report.
- C. The recruiter has constrained access to the report's data source or data source filter.
- D. The dashboard configuration does not include Top New Applications by Job Profile as a required worklet.

Answer: C

Explanation:
If a recruiter sees an empty dashboard tile, the most likely cause is constrained security access. Even though the dashboard is properly configured and the worklet is enabled, Workday's security framework ensures that report results vary by user depending on their role and assigned constraints.
From the Workday Reporting binder: "Report results differ between users if security constraints apply. Constrained security groups grant access only to a subset of data... Unconstrained security groups grant users access to all target instances of a securable item." .
In this scenario, the recruiter likely has constrained access to only their supervisory organization or region. As a result, the "Top New Applications by Job Profile" report returns no records in the worklet tile.
Other options are less likely: if the recruiter lacked access to the report entirely, the tile would not appear; required vs. optional dashboard configuration would not impact existing data visibility; and domain-level security applies to report access, not data filtering.
Therefore, the correct answer is C. The recruiter has constrained access to the report's data source or data source filter.

NEW QUESTION # 18
You need a calculated field that returns whether or not the initiator for a Manage Goals event is the worker's manager.

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

Answer: D

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 # 19

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