

Real and Updated Workday-Pro-HCM-Reporting Exam Questions

Q Workday Pro Exam - HCM (HCM Questions)
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1. Can you reactivate a business process definition after it has been inactivated? B. No

A. Yes
B. No

2. You have a sup org that is using the position management staffing model, what are you setting hiring restrictions for in this scenario? The individual position

A. The individual position
B. The entire sup organization
C. The entire company
D. The sup org and its subordinates

3. An employee is eligible for a comp package and eligible for two allowance plans. What happens to the allowance plans if both allowance plans are included in the comp package at hire? D. Both allowance plans will default

A. The allowance plan created first will default
B. The allowance plan will not default, but can be selected
C. The allowance plans will not default
D. Both allowance plans will default

4. You are editing a job profile. C. Effective Date

What field is required?

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

Topic	Details
Topic 1	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.
Topic 2	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.

Topic 3	• 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.
Topic 4	• 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.

>> Workday-Pro-HCM-Reporting Test Questions Answers <<

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Workday Pro HCM Reporting Certification Exam Sample Questions (Q22-Q27):

NEW QUESTION # 22

An HR analyst has many visualizations in different discovery boards that use the Workers for HCM Reporting data source on the Worker primary business object. The analyst wants to drill into one of the visualizations by Worker. Upon drilling, the analyst notices that Worker is not a listed Drill By field option. They want to drill by Worker without editing the Drill By list of the other visualizations.

How would the analyst configure this?

- A. Drag and drop the Worker field in one of the dimensions of this visualization in the Builder Panel.
- B. Add Worker as a Drill By field from the Maintain Field Lists for Discovery Boards report.
- C. Create a control from a sheet filter and filter the data by Worker from the Control Panel.
- **D. Override the Drill By field list and add Worker in the Configuration Panel for this visualization.**

Answer: D

Explanation:

In Discovery Boards, drill behavior is defined in the Drill By field list. To add Worker as a drillable option in just one visualization, the analyst can override the Drill By list in the Configuration Panel of that visualization. This allows Worker to appear as a drill dimension without altering the defaults applied across other visualizations.

From the Workday documentation: "You can override Drill By field lists in the visualization configuration panel. This enables drill customization on a per-visualization basis without impacting other discovery boards." The other options are less appropriate: Maintain Field Lists changes the default for all boards; adding Worker as a dimension affects grouping, not drilling; and sheet filter controls allow filtering but do not add drill options.

Thus, the correct choice is D. Override the Drill By field list and add Worker in the Configuration Panel for this visualization.

NEW QUESTION # 23

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 > 10**
- C. Sick Days Taken = 10

- D. Sick Days Taken = False

Answer: B

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 # 24

A composite report sorts output based on the last column in ascending order. You want the sort to be based on the second to last column in descending order.

Where do you make this change?

- A. Combine data row
- **B. Second to last column**
- C. Report settings
- D. Dynamic data row

Answer: B

Explanation:

In Workday composite reports, sorting behavior is controlled at the column level, not globally. Each column in a composite report can be configured with its own sort order (ascending or descending). When a composite report is sorting by the last column, it means that column has an active sort configuration applied.

To change the sort to the second to last column and set it to descending, you must edit that specific column's configuration and adjust the sort settings accordingly. Workday evaluates column sorting in sequence, and the active column-level sort determines the output order.

From the Workday HCM Reporting documentation:

"Composite reports support column-based sorting. Sorting is defined within the column configuration and determines the order in which results display."

"To change sort behavior, update the sort settings on the appropriate column." The other options are incorrect because dynamic data rows control layout flexibility, combine data rows merge subreport results, and report settings manage prompts and general options-not sorting logic.

NEW QUESTION # 25

Two people run the same report. One person can view all columns but the other person can only view some columns.

Why is the second user missing columns?

- A. The first user did not manually share the report with the second user.
- **B. The second user does not have access to the domain that secures the field.**
- C. The report uses an indexed data source.
- D. The second user is not the report owner.

Answer: B

Explanation:

Access to report fields in Workday is governed by security domains. If a user lacks access to the security domain that secures specific report fields, those fields will not appear in the report output for that user.

From the Workday Reporting documentation:

"A security group gets access to a security domain, which is a predefined set of related securable items. Securable items can include reports, tasks, data sources, and report fields." Therefore, the correct answer is C. The second user does not have access to the domain that secures the field.

NEW QUESTION # 26

You have received a request for a new custom report that is similar to the Workday-delivered report Compare Workers, and you run the Workday Standard Reports report.

What information can you use to determine if you can copy Compare Workers to create a new custom report?

- A. You can access the report's Related Actions from the Report column.
- B. The report shows Yes in the Schedulable column.
- **C. The report shows Report Writer in the Type column.**
- D. The Description column is not empty for the report.

Answer: C

Explanation:

The Workday Standard Reports report lists all delivered reports and key attributes. Only standard reports created with the Report Writer tool can be copied and modified into custom reports. The "Type" column indicates whether the report is a Report Writer report.

From the Workday Reporting documentation:

"Workday delivers standard reports that are available for all customers. If necessary, you can copy many of the Workday-delivered reports created with the report writer to create a custom report and modify it as needed." Thus, the correct indicator is C. The report shows Report Writer in the Type column.

NEW QUESTION # 27

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