Workday-Pro-Recruiting최신인증시험기출문제 - Workday-Pro-Recruiting완벽한덤프



인재도 많고 경쟁도 많은 이 사회에, 업계인재들은 인기가 아주 많습니다.하지만 팽팽한 경쟁률도 무시할 수 없습니다.많은 Workday인재들도 어려운 인증시험을 패스하여 자기만의 자리를 지키고 있습니다.우리KoreaDumps에서는 마침 전문적으로 이러한 Workday인사들에게 편리하게 시험을 Workday-Pro-Recruiting패스할수 있도록 유용한 자료들을 제공하고 있습니다.

Workday Workday-Pro-Recruiting Exam Syllabus Topics:

Section	Objectives
Topic 1: Workday HCM Fundamentals	- Business Processes - Security - Reporting
Topic 2: Core Recruiting Configuration	- Job Requisitions - Job Application Templates - Career Sites
Topic 3: Recruiting Business Processes	- Dynamic Job Application Business Process - Recruiting Process Steps - Recruiting Subprocesses

>> Workday-Pro-Recruiting최신 인증시험 기출문제 <<

Workday-Pro-Recruiting최신 인증시험 기출문제 100% 유효한 덤프자료

많은 사이트에서Workday 인증Workday-Pro-Recruiting 인증시험대비자료를 제공하고 있습니다. 그중에서 KoreaDumps를 선택한 분들은Workday 인증Workday-Pro-Recruiting시험통과의 지름길에 오른것과 같습니다. KoreaDumps는 시험에서 불합격성적표를 받으시면 덤프비용을 환불하는 서비스를 제공해드려 아무런 걱정없이 시험에 도전하도록 힘이 되어드립니다. KoreaDumps덤프를 사용하여 시험에서 통과하신 분이 전해주신 희소식이 KoreaDumps 덤프품질을 증명해드립니다.

최신 Human Capital Management Workday-Pro-Recruiting 무료샘플문제 (Q24-Q29):

질문 # 24
Refer to the following scenario to answer the question below.
All external applicants must have login credentials to submit a job application. Your organization requires you to verify applicant email addresses.
What Edit Tenant Setup - Recruiting setting mandates the need for login credentials?

- A. Require Candidate Home Account
- B. Account Creation Consent Message
- C. Enable Candidate Verification Email
- D. Candidate Home Account Intro Message

정답：A

설명：
Require Candidate Home Account mandates authenticated login credentials for external applicants. When enabled, the external application flow requires candidates to create or access a Candidate Home account rather than submitting an application through an unauthenticated experience. This account becomes the secured identity through which candidates manage applications and complete later recruiting activities.
Enable Candidate Verification Email confirms that the candidate has access to the email address provided, but email verification and mandatory account authentication are separate controls. An organization may verify an address without using that setting to define the complete login requirement. Account Creation Consent Message and Candidate Home Account Intro Message only configure informational or consent text displayed during account creation. They do not enforce authentication.
The word "mandates" is decisive. The requirement is not simply to describe account creation or confirm an email address; it is to prevent an application from being submitted unless the candidate has login credentials.
Requiring Candidate Home Account is the tenant-level control designed for that purpose. Study Guide reference: Career Sites - Candidate Home, External Account Requirements, Authentication, Account- Creation Messaging, and Verification Controls .
Workday describes the candidate portal as the location where applicants monitor their applications and interact with recruiting. Workday candidate portal guidance

질문 # 25
There is more than one job profile assigned to a job requisition. You want all the job profiles' job descriptions, skills, and qualification data to be on the requisition.
How do you accomplish this?

- A. In Edit Tenant Setup - HCM, select the Default Job Description and Job Description Summary from Job Profile checkbox.
- B. Only data from the primary job profile defaults on the requisition. Manually add data from the additional job profiles.
- C. All data from all job profiles automatically defaults on the requisition. No additional configuration is necessary.
- D. In Edit Tenant Setup - HCM, select the Use Job Profile Values for Position Restrictions Tasks checkbox.

정답：B

설명：
When multiple job profiles are associated with a requisition, Workday defaults job description, skill, and qualification information from the primary job profile . Information from additional job profiles must be added manually if the requisition needs to represent the combined requirements of every profile.
Workday does not automatically merge all profile content because that could produce duplicate, contradictory, or excessively broad requisition requirements. The Use Job Profile Values for Position Restrictions Tasks setting concerns position-restriction behavior and does not consolidate data from multiple profiles onto a requisition. Default Job Description and Job Description Summary from Job Profile supports defaulting from the applicable job profile, but it does not cause content from every additional profile to be aggregated.
The primary profile establishes the requisition's baseline. The recruiter or administrator must then review the additional profiles and intentionally add the relevant descriptions, skills, and qualifications. This preserves control over the final posting and avoids presenting candidates with incompatible requirements. Study Guide reference: Configure Requisitions and Their Components - Primary Job Profile, Additional Job Profiles, Defaulted Requisition Content, Skills, and Qualifications . Workday describes job requisitions as integrated with HCM data while remaining configurable for recruiting requirements. Workday Recruiting datasheet

질문 # 26
You need to allow recruiters to move applicants for contingent worker requisitions directly from the Interview stage to the Ready for Hire stage of the Job Application business process. However, you want to prevent recruiters from moving applicants for employee requisitions straight from Interview to Ready for Hire.
How do you configure your Job Application definition to meet this requirement?

- A. From the Screen stage, use the Job Requisition field to configure a condition rule on the Interview possible next step.
- B. Configure a rule-based definition for the Interview business process using the Worker Type field and list Ready for Hire as a possible next step.
- C. From the Interview stage, use the Worker Type field to configure a condition rule on the Ready for Hire as possible next step.
- D. Configure a rule-based definition using the Job Requisition field and from the Interview stage, list Ready for Hire as a possible next step.

정답：D

설명：
A rule-based Job Application definition enables Workday to present different Possible Next Steps according to data on the associated job requisition. The rule identifies the applicable requisition population and allows Ready for Hire directly from Interview only when the requisition satisfies the contingent-worker condition.
Employee requisitions continue through their separately configured stages and do not receive the same direct transition.
The routing belongs in the Job Application definition because that process controls candidate-stage movement. Configuring a condition directly on Ready for Hire, as described in option A, does not establish the appropriate rule-based process definition. The Interview subprocess itself is also not the correct level for differentiating the overall Job Application routing. Option D modifies an unrelated Screen-to-Interview transition.
This design allows one recruiting framework to support different worker populations while preventing an unauthorized shortcut for employee hiring. Workday evaluates the rule against the candidate's associated Job Requisition and exposes the applicable next-stage choices at runtime. Study Guide reference: Define Recruiting Business Processes - Rule-Based Job Application Definitions, Job Requisition Conditions, Possible Next Steps, and Worker-Type-Specific Routing . Workday identifies configurable and dynamic candidate workflows as core Recruiting functionality. Workday Recruiting datasheet

질문 # 27
What is the definition of an active candidate?

- A. An active candidate was referred to a requisition.
- B. An active candidate has introduced themselves.
- C. An active candidate received an invitation to apply to a requisition.
- D. An active candidate has applied to a requisition.

정답：D

설명：
An active candidate has submitted an application to a job requisition. The submitted application establishes the active candidate relationship and places the person into the Job Application business process for consideration against that requisition.
A referral identifies a potential candidate but does not mean the individual has applied. An invitation to apply is an outreach action; the recipient remains a prospect until an application is submitted. Introduce Yourself creates or updates a prospect relationship without associating the person with a specific job application. These distinctions affect reporting, security, communications, retention, and which recruiting business processes are available.
The same person can have prospect activity and one or more active applications. "Active" in this context describes the candidate's application relationship rather than whether a recruiter recently contacted the person or whether the candidate record is generally searchable. Once the application is submitted, Workday can route it through Review, Screen, Interview, Offer, and other configured stages. Study Guide reference: Configure Recruiting Functionality - Prospects Versus Active Candidates, Applications, Referrals, Invitations to Apply, and Introduce Yourself . Workday distinguishes prospects from applicants and processes submitted applications through its unified recruiting platform. Workday Recruiting datasheet

질문 # 28
You created a new Recruiting Assistant role and security group. You also updated the security policy and activated the changes. Recruiting assistants will move forward or decline candidates that are in the Review stage.
What is the next step to grant them this access?

- A. On the Job Application business process, assign the Recruiting Assistant security group to the completion step.
- B. On the Review Candidate business process, assign the Recruiting Assistant security group to the Review Decision step.
- C. On the Job Requisition business process, assign the Recruiting Assistant security group to the completion step.
- D. On the Job Application business process, assign the Recruiting Assistant security group to the Review Decision step.

정답：B

설명：
The security group must be assigned to the Review Decision step in the Review Candidate business process
. Review Candidate governs activity while an application is in the Review stage, and Review Decision is the step from which an authorized participant moves the candidate forward or declines the application.
Updating domain or business-process security and activating the policy makes the group eligible for access, but it does not

automatically route the Review Decision task to that group. Business-process step routing must also identify the Recruiting Assistant security group.
A completion step on Job Application would not provide the specific decision task required during Review.
Job Requisition controls hiring-demand creation and approval and is unrelated to candidate review. Option D identifies the correct decision name but places it on the parent Job Application process rather than the Review Candidate subprocess where the decision is performed.
Workday security requires alignment between domain access, business-process security, and step routing.
Missing any one of these layers can prevent users from receiving or completing the action. Study Guide reference: Configure Recruiting Security - Review Candidate, Review Decision, Recruiting Roles, Business-Process Security, and Step Routing .
Workday Recruiting datasheet

질문 # 29
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Workday Workday-Pro-Recruiting덤프를 구매하시기전에 사이트에서 해당 덤프의 무료샘플을 다운받아 덤프품질을 체크해보실수 있습니다. Workday-Pro-Recruiting덤프를 구매하시면 구매일로부터 1년내에 덤프가 업데이트될때마다 업데이트된 버전을 무료로 제공해드립니다.Workday Workday-Pro-Recruiting덤프 업데이트 서비스는 덤프비용을 환불받을시 자동으로 종료됩니다.

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