

# Hot Workday-Pro-HCM-Reporting Reliable Mock Test Pass Certify | Valid Workday-Pro-HCM-Reporting Exam Overviews: Workday Pro HCM Reporting Certification Exam

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

Topic	Details
Topic 1	<ul style="list-style-type: none"> <li>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.</li> </ul>
Topic 2	<ul style="list-style-type: none"> <li>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.</li> </ul>

Topic 3	<ul style="list-style-type: none"> <li>• <b>Human Capital Management:</b> 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.</li> </ul>
Topic 4	<ul style="list-style-type: none"> <li>• <b>Reporting:</b> 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.</li> </ul>

>> **Workday-Pro-HCM-Reporting Reliable Mock Test** <<

## Prominent Features of Workday Workday-Pro-HCM-Reporting Practice Exam Material

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### Workday Pro HCM Reporting Certification Exam Sample Questions (Q52-Q57):

#### NEW QUESTION # 52

A user needs to view additional data on the delivered Headcount By Job Profile report. What should you recommend?

- A. Export the standard report to a data warehouse
- B. Edit the standard report
- **C. Copy and modify the standard report**
- D. Create a custom report from scratch

**Answer: C**

Explanation:

Workday delivers many standard (delivered) reports that are available to all customers. These reports are a great starting point but are not editable directly. If the delivered report does not meet your requirements, you should copy it and then modify the copy to create a custom report. This ensures that you retain the delivered report as-is, while still tailoring the report output to your business needs.

From the Workday Module 1 and 2 Reporting sections:

"Workday delivers standard reports that are available for all customers. If necessary, you can copy many of the Workday-delivered reports to create a custom report and modify it as needed."

"There still may not be a report that meets my specific needs though. In that case, I can either create a report from scratch or copy a delivered report and make changes."

"Standard reports are already available in all customer tenants and span across the functional areas in Workday. Workday creates standard reports using either the report writer tool or XpressO. However, you can copy and modify reports created with report writer as needed." Therefore, the correct recommendation is to copy and modify the delivered Headcount By Job Profile report (Option D) instead of editing the original.

#### NEW QUESTION # 53

Refer to the following scenario to answer the question below.

You have prepared the following matrix report for a recruiting manager.

□ The recruiting manager wants the rows to sort by Total Count, rather than Total Average Base Pay.

How can you adjust the report definition to address this requirement?

- **A. Add a new row to the grid on the Sort tab.**

- B. Adjust the Maximum Number of Rows value.
- C. Add a new row to the grid on the Filter tab.
- D. Reorder the rows in the Define the Field(s) to Summarize grid.

**Answer: A**

Explanation:

In Workday reporting, row ordering is controlled on the Sort tab of the report definition. If you want the rows in a matrix report to sort by a specific field (such as Total Count), you must add that field to the Sort tab. Filters limit records, and summarizations define metrics, but sorting rules are explicitly defined in the Sort configuration.

From the Workday Reporting documentation:

"Sort - Control the order to present and group data. You can specify options for subtotals, grand totals, and outlines. Add a row on the Sort tab to define sorting by a particular field." Therefore, to sort rows by Total Count instead of Total Average Base Pay, the correct step is C. Add a new row to the grid on the Sort tab.

#### NEW QUESTION # 54

Refer to the following scenario to answer the question below.

You have prepared the following matrix report for a recruiting manager.

□ The recruiting manager would like to view the top ten hiring sources, rather than just three.

How can you adjust the report definition to address this requirement?

- A. Edit the Sort Rows field on the Row Grouping column.
- B. Edit the Axis Scale on the Output tab.
- **C. Edit the Maximum Number of Rows field.**
- D. Configure a Field Values group on the Group by Field.

**Answer: C**

Explanation:

In Workday matrix reports, the number of rows returned is controlled by the Maximum Number of Rows setting. By default, reports may limit output rows (for example, showing only the top 3). To display more results-such as the top 10 hiring sources-you must increase this value in the report definition.

From the Workday Reporting documentation:

"You can limit or expand the number of rows displayed in a matrix report by editing the Maximum Number of Rows field."

"To display more than the default, update the value in the report definition." Therefore, the correct way to adjust this report to display the top 10 hiring sources is B. Edit the Maximum Number of Rows field.

#### NEW QUESTION # 55

You are viewing a worker's Workday profile and would like to know more about the data behind the worker's job profile of Senior Benefits Analyst so that you can plan a report.

What is the quickest way to identify the business object associated with this field and other relevant field values relating to this instance?

- A. Create a custom report using the Create Custom Report task.
- B. Run the Report Fields report.
- C. Run the Business Object Details report for the Job Profile business object.
- **D. Select the job profile's Related Actions icon and select Reporting > Report Fields and Values.**

**Answer: D**

Explanation:

The Report Fields and Values option is available via the Related Actions icon for fields on worker profiles. This is the quickest way to see which business object is tied to the field (e.g., Job Profile) and which field values are available for reporting.

From the Workday documentation:

"To determine which business object a field belongs to and the values available for that field, select the Related Actions > Reporting > Report Fields and Values option." Thus, the quickest method is B. Select the job profile's Related Actions icon and select Reporting > Report Fields and Values.

### NEW QUESTION # 56

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. Composite Report
- C. Matrix Report
- D. Advanced 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 # 57

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