

인기자격증Workday-Pro-HCM-Core인증덤프샘플다운 로드인증시험덤프



Fast2test를 검색을 통해 클릭하게된 지금 이 순간 IT인증자격증취득 Workday Workday-Pro-HCM-Core 시험은 더는 힘든 일이 아닙니다. 다른 분들이 Workday Workday-Pro-HCM-Core 시험준비로 수없는 고민을 할때 고객님은 저희 Workday Workday-Pro-HCM-Core 덤프로 제일 빠른 시일내에 시험을 패스하여 자격증을 손에 넣을수 있습니다.

Workday Workday-Pro-HCM-Core 시험요강:

주제	소개
주제 1	<ul style="list-style-type: none">Scheduling Reports: This section of the exam measures the skills of Report Administrators and covers running, scheduling, and configuring reports with dynamic criteria. It emphasizes automation and time-based execution for reporting efficiency.
주제 2	<ul style="list-style-type: none">Business Process Steps: This section of the exam measures the skills of Workday Implementation Consultants and focuses on executing tasks, approvals, and subprocesses within business workflows. Candidates demonstrate managing approvals and maintaining approval chains for accurate process tracking.
주제 3	<ul style="list-style-type: none">Navigation, Finding Data, and Business Objects: This section of the exam measures the skills of Workday HCM Analysts and focuses on navigating the Workday interface efficiently, finding relevant data, and understanding how business objects function. Candidates are tested on their ability to apply navigation techniques, recognize the structure and purpose of Workday business objects, and link them to organizational data management processes.
주제 4	<ul style="list-style-type: none">Business Process Framework: This section of the exam measures the skills of Business Process Designers and focuses on how organizations, security, and processes interact. It includes identifying rule-based and organization-specific process definitions and understanding key business process concepts such as events, steps, and types.

주제 5	<ul style="list-style-type: none"> Jobs and Positions: This section of the exam measures the skills of HR Operations Specialists and focuses on managing positions and employee life cycle processes. It includes creating positions, applying hiring restrictions, performing job changes, managing staffing movements, and handling employee terminations. The section also covers contingent worker management and contract administration.
주제 6	<ul style="list-style-type: none"> Business Process Configuration: Step-Level: This section of the exam measures the skills of Business Process Developers and focuses on customizing workflows. It includes creating condition rules, configuring advanced routing, customizing notifications, and adding help text to enhance user experience and control workflow behavior.
주제 7	<ul style="list-style-type: none"> Security: This section of the exam measures the skills of Workday Security Administrators and covers maintaining secure access within Workday. It includes managing functional areas, domains, and security policies; distinguishing between user-based and role-based groups; and updating permissions. Candidates demonstrate how to maintain domain and business process security effectively.
주제 8	<ul style="list-style-type: none"> Business Process Management: This section of the exam measures the skills of HRIS Administrators and covers managing both mass and individual business processes. It emphasizes handling multiple workflow tasks efficiently and ensuring accuracy in execution.
주제 9	<ul style="list-style-type: none"> Report Security: This section of the exam measures the skills of Workday Access Control Specialists and focuses on implementing security controls in report design. It covers sharing options, user access considerations, and transferring ownership responsibly.
주제 10	<ul style="list-style-type: none"> Staffing Models: This section of the exam measures the skills of Workday Functional Consultants and focuses on understanding staffing models used in Workday. It includes identifying the characteristics of position management and job management models, setting position restrictions, and applying them when creating positions. Candidates must understand how staffing models support workforce planning and organizational efficiency.
주제 11	<ul style="list-style-type: none"> Business Process Configuration: Definition-Level: This section of the exam measures the skills of Workflow Configuration Specialists and focuses on defining and validating business process steps. Candidates apply validation conditions, set process rules, and order steps efficiently to improve workflow accuracy.
주제 12	<ul style="list-style-type: none"> Compensation: This section of the exam measures the skills of Compensation and Benefits Managers and involves building and maintaining compensation frameworks. It includes defining eligibility rules, configuring compensation packages, salary plans, and allowance plans. Candidates must understand compensation defaulting, manage worker compensation events, and ensure alignment with organizational pay structures.
주제 13	<ul style="list-style-type: none"> Sorting and Filtering: This section of the exam measures the skills of Workday Report Developers and focuses on improving data presentation. Candidates are evaluated on their ability to apply effective sorting, filtering, and logic-building techniques to generate accurate results.
주제 14	<ul style="list-style-type: none"> Reporting Overview: This section of the exam measures the skills of Workday Reporting Analysts and introduces candidates to standard report modification. It focuses on copying, editing, and adapting reports to meet organizational requirements.
주제 15	<ul style="list-style-type: none"> Job Profiles: This section of the exam measures the skills of Talent Management Specialists and includes creating, editing, and managing job profiles. It also covers understanding the relationship between job profiles, jobs, positions, and workers. Candidates are expected to create job family groups, build job requisitions, and ensure job structures align with workforce needs.
주제 16	<ul style="list-style-type: none"> Building Custom Reports: This section of the exam measures the skills of Workday Data Analysts and involves creating custom reports using standard or indexed data sources. It includes adding business object fields, enabling web services, and building reports that support decision-making.
주제 17	<ul style="list-style-type: none"> Prompting: This section of the exam measures the skills of Report Designers and focuses on configuring prompts in report definitions. It involves identifying built-in prompts and optimizing their use to create interactive reports.

시험준비에 가장 좋은 Workday-Pro-HCM-Core인증덤프 샘플 다운로드 덤프데모문제

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최신 Human Capital Management Workday-Pro-HCM-Core 무료샘플문제 (Q94-Q99):

질문 # 94

You need to update a business process so the user can skip a To Do step.
How can you accomplish this?

- A. Edit the step notification.
- B. Assign the completion step.
- C. Add a step condition.
- D. Make the step optional.

정답: D

설명:

In Workday HCM, To Do steps are commonly used within business process definitions to prompt users to complete follow-up actions, such as entering additional information or reviewing details. By default, a To Do step is required, meaning the business process cannot move forward until the user completes it. However, there are scenarios where the action should be optional, allowing the process to continue even if the user does not complete the task.

To allow a user to skip a To Do step, the correct configuration is to make the step optional. When a step is marked as optional, Workday presents the To Do task to the user but does not require completion for the business process to proceed. The user can choose to complete the task or bypass it without blocking the transaction.

The other options do not achieve this outcome. Editing the step notification only changes messaging and does not affect whether the step is required. Assigning the completion step controls when the transaction is finalized but does not alter step requirements. Adding a step condition determines whether the step runs at all based on defined criteria, but it does not give the user the ability to skip the step once it is initiated.

From a Workday Pro HCM configuration standpoint, marking a To Do step as optional is the correct and recommended approach when the action is helpful but not mandatory. This ensures flexibility for users while maintaining the integrity and flow of the business process.

Therefore, the correct and Workday-verified answer is Make the step optional.

질문 # 95

Which staffing models are available for supervisory organizations?(Select two correct answers.)

- A. Headcount Management
- B. Position Management
- C. Job Management
- D. Customer Defined Staffing Model

정답: B,C

설명:

The correct answers are C - Position Management and D - Job Management.

In Workday, supervisory organizations can only use one of two delivered staffing models:

* Position Management: Each position is a distinct entity that must be created and approved before hiring. It supports detailed tracking of vacancies and headcount.

* Job Management: Hiring is managed at the job level, allowing multiple workers to be hired under a single job requisition without

individual position control.

Workday does not deliver "Headcount Management" or "Customer Defined Staffing Models" as valid options.

The staffing model is selected when creating or editing a supervisory organization and determines how headcount, hiring, and reporting are managed.

Reference: Workday Pro HCM - Staffing Models Overview, "Position Management vs. Job Management."

질문 # 96

What hiring restriction do you set to meet this need?

- A. Job Family Group
- B. Job Category
- C. Job Profile
- D. Job Description

정답: A

설명:

In Workday HCM, hiring restrictions are used in job management organizations to control what types of jobs can be hired into a supervisory organization. Selecting the correct level of restriction is critical to balancing flexibility with governance. In this scenario, the organization needs to hire multiple distinct roles- cashiers, retail specialists, and customer service representatives-to address seasonal demand. These roles are different job profiles, but they typically belong to the same broader functional area within the organization.

The most appropriate hiring restriction to meet this requirement is the Job Family Group. A job family group allows organizations to group related job families under a common functional umbrella, such as Retail Operations or Customer Support. By setting the hiring restriction at the job family group level, the organization can hire multiple job profiles that fall within that group without needing to define each job profile individually. This provides flexibility, speeds up hiring during peak seasonal periods, and reduces administrative effort.

Restricting hiring by Job Profile would be too limiting because it allows only a single, specific role to be hired, which does not meet the need for multiple types of workers. Job Description is not used as a hiring restriction object in Workday staffing models, and Job Category is primarily used for reporting and classification purposes rather than controlling staffing eligibility.

Therefore, using a Job Family Group hiring restriction aligns with Workday Pro HCM best practices by enabling efficient, scalable hiring across multiple related roles while maintaining appropriate organizational control.

질문 # 97

The Total Rewards team in LATAM notices that the 13th-month period salary plan for employees in Rio de Janeiro is not included in total base pay. All eligible employees are assigned a period salary plan with a compensation element named Brazil Holiday Pay. How can you include this plan in Brazil employees' total base pay?

- A. In the salary plan, add Brazil Holiday Pay to the Compensation Element field.
- B. In the Maintain Compensation Basis task, create a configurable compensation basis for Brazil.
- C. In the Brazil grade profiles, add the Brazil Holiday Pay element to the Base Pay Elements field.
- D. In the period salary plan, select Total Base Pay as the compensation basis.

정답: C

설명:

In Workday, total base pay calculations are controlled by grade profiles, specifically through the Base Pay Elements field. This field determines which compensation elements are included when evaluating base pay ranges such as minimum, midpoint, and maximum. In this scenario, employees are correctly assigned a period salary plan with the Brazil Holiday Pay compensation element, but that element is not included in total base pay. This indicates that the grade profiles for Brazil do not currently include this element in the Base Pay Elements configuration.

Compensation bases are used for plan calculations and validations, not for defining base pay composition.

Compensation elements must be included in the grade profile to affect base pay ranges. Salary plans and period salary plans reference compensation elements but do not control base pay inclusion.

By adding Brazil Holiday Pay to the Base Pay Elements field on the Brazil grade profiles, Workday will include the 13th-month payment in total base pay calculations for employees in Brazil.

Therefore, option D is the correct and Workday-supported solution.

질문 # 98

You want to award multiple one-time payments to an employee using different one-time payment plans and different scheduled payment dates, while sharing the same reason and effective date.

What must you configure to allow this?

- A. Configure the same eligibility rules on all one-time payment plans and include them in the compensation package.
- B. **SelectEnable Multiple One-Time Payments on Edit Tenant Setup - HCM.**
- C. Select Disable Pay Date Help Text for One-Time and Referral Payment Processes on Edit Tenant Setup - HCM.
- D. Edit the Request One-Time Payment business process and add a Review step.

정답: B

설명:

By default, Workday restricts users to entering one one-time payment per event when the reason and effective date are the same. To support scenarios where multiple one-time payments are required—such as bonuses, awards, or stipends paid on different dates—the tenant-level setting **Enable Multiple One-Time Payments** must be enabled.

This configuration is found in **Edit Tenant Setup - HCM** and allows users to enter multiple one-time payment rows within the same event, even when the effective date and reason are identical.

Business process steps, eligibility rules, and UI help text do not control the system's ability to accept multiple one-time payments in a single transaction. Without this tenant setting enabled, Workday enforces a single-payment limitation.

Therefore, enabling **Enable Multiple One-Time Payments** is required, making option A correct.

질문 # 99

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