

Selecting The Valid Workday-Pro-HCM-Core Test Topics Means that You Have Passed Workday Pro HCM Core 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 Core Certification Exam Sample Questions (Q44-Q49):

NEW QUESTION # 44

You need to prevent Contingent Workers from accessing the Pay App (Delivered Worklet) on their Home landing page. How do you accomplish this?

- A. Remove the security group from the business process security policy.
- B. Add the security group to the domain security policy.
- C. Add the security group to the business process security policy.
- D. Remove the security group from the domain security policy.

Answer: D

Explanation:

To prevent Contingent Workers from accessing the Pay app (worklet), the correct action is to remove their associated security group from the domain security policy that governs access to the pay-related data.

Workday uses domain security policies to control access to data and reports, including worklets on the home page. The Pay worklet is driven by access to certain domains such as "View Payslip," "View Pay Results," and "Worker Pay." If Contingent Workers are part of a security group (e.g., Contingent Worker View Only) that is granted access to these domains, they will see the Pay worklet. By removing this group from the domain policy, you revoke their access to the data and thus remove the visibility of the worklet itself. Workday Pro HCM - Core Security Fundamentals, "Domain Security Policies and Worklet Access" section.

NEW QUESTION # 45

An end user is creating a new cost center. What determines the values that the user can select in the subtype field?

- A. Subtypes configured to be used for the Cost Center organization type.
- B. Subtypes that default based on the location of the cost center.
- C. Subtypes that default based on the role of the end user.
- D. Subtypes that Workday recommends be used for the Cost Center organization type.

Answer: A

Explanation:

Comprehensive and Detailed Explanation (Paraphrased from Workday Pro HCM Core - Organizations Configuration and Setup Guide, 2023R2):

The values available in the Subtype field when creating a new Cost Center are determined by the subtypes configured for that specific organization type. Each organization type (e.g., Company, Cost Center, Region, or Supervisory) can have one or more associated subtypes that define additional categorization or behavior.

During configuration, administrators define which subtypes are valid for each organization type. Hence, when an end user creates a Cost Center, only the subtypes associated with the "Cost Center" organization type will appear in the selection list.

Options A, C, and D are incorrect because subtypes are not influenced by location, user role, or system recommendations- they are strictly defined in the configuration setup.

Reference (Paraphrased Source):

Workday Pro HCM Core - Organizations Configuration Guide (2023R2), Section: "Defining Organization Types and Subtypes."

NEW QUESTION # 46

What report shows a visual diagram of the superior and subordinate organizations in a hierarchy?

- A. Org Chart Report
- B. All Jobs Report
- C. Reorganization Report
- D. Workday Touchpoints Kit

Answer: A

Explanation:

Comprehensive and Detailed Explanation (Paraphrased from Workday Pro HCM Core - Organizations and Hierarchies Configuration Guide, 2023R2):

The Org Chart Report in Workday provides a visual hierarchical diagram displaying superior and subordinate supervisory organizations. It allows users to navigate through organizational layers, view reporting relationships, and understand the structure of the workforce within each supervisory organization.

This report is especially useful for HR and managers to visualize team structures, identify open positions, and confirm reporting lines. Option A (All Jobs Report) lists worker job data, not organizational hierarchy.

Option B (Reorganization Report) provides details about reorganization events, not a visual hierarchy.

Option C (Workday Touchpoints Kit) is a set of integration and configuration tools, not a report.

Thus, Org Chart Report is the correct option, as it visually represents the hierarchical structure of supervisory organizations and their relationships.

Reference (Paraphrased Source):

Workday Pro HCM Core - Organizations Configuration Guide (2023R2), Section: "Viewing Organizational Hierarchies and Using the Org Chart Report."

NEW QUESTION # 47

What is the purpose of the reorganization event?

- A. Report on organization membership.
- B. Maintain organization settings.
- C. Group organization changes by common effective date.
- D. Track role inheritance.

Answer: C

Explanation:

Comprehensive and Detailed Explanation (Paraphrased from Workday Pro HCM Core - Organizations and Reorganization Events Guide, 2023R2):

The Reorganization Event in Workday is used to group and manage multiple organization changes that share a common effective date. This functionality ensures that all changes—such as reorganizing reporting structures, moving subordinates, or reassigning workers—are executed simultaneously as part of a controlled event.

It helps maintain organizational data integrity and ensures that all related updates occur in a coordinated and auditable way.

Options A, B, and C describe other organization functions:

* A: Reporting on membership is done through standard reports.

* B: Role inheritance occurs automatically via supervisory structure, not through reorganization events.

* C: Maintaining settings is done through "Edit Organization" tasks.

Therefore, D correctly captures the purpose of a reorganization event.

Reference (Paraphrased Source):

Workday Pro HCM Core - Organizations Configuration Guide (2023R2), Section: "Reorganization Events and Effective Dating."

NEW QUESTION # 48

What is the purpose of a subprocess?

- A. It starts a Workday-delivered background process.
- B. It allows users to approve a transaction.
- C. It sends instructions and information for a task.
- D. It triggers steps from another business process.

Answer: D

Explanation:

In Workday, a subprocess is a step type used within a business process definition to initiate another, independent business process.

The purpose of a subprocess is to trigger a set of predefined steps from a separate process that runs as part of the main (parent) process. This provides modularity and reusability across multiple BPs.

For example, when configuring a Hire process, you might add a Request Compensation Change subprocess to automatically launch once the hire is initiated. This avoids duplicating configuration work and ensures consistency in how related actions are handled across events.

Option A is incorrect because approvals are managed through Approval Steps, not subprocesses.

Option C is incorrect - background processes are system-managed and not user-configured through subprocesses.

Option D refers to To-Do or Notification Steps, which are informational, not subprocess-driven.

Thus, subprocesses are a way to embed or chain additional processes into an event flow, promoting flexibility and maintainability.

Reference (Paraphrased Source):

Workday Pro HCM Core - Business Process Configuration Guide (2023R2), Section: "Subprocess Step Type and Configuration Best Practices."

NEW QUESTION # 49

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