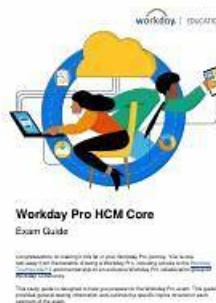# Valid Workday-Pro-HCM-Core Exam Practice Material: Workday Pro HCM Core Certification Exam and Training Study Guide - PrepAwayTest

The PrepAwayTest is a reliable platform that is committed to making your preparation for the Workday Workday-Pro-HCM-Core examination easier and more effective. To meet this objective, the PrepAwayTest is offering updated and real Workday Pro HCM Core Certification Exam Workday-Pro-HCM-Core exam dumps. These Workday Workday-Pro-HCM-Core Exam Questions are approved by experts. They work together and analyze the examination content to compile most probable Workday-Pro-HCM-Core real dumps in three formats. These Workday Exams questions will surely appear in the next Workday Workday-Pro-HCM-Core test.

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

Topic	Details
Topic 1	• 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.

Topic 2	• 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.
Topic 3	• 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.
Topic 4	• 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.
Topic 5	• 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.
Topic 6	• 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.
Topic 7	• 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.
Topic 8	• Organizations: This section of the exam measures the skills of HR System Administrators and covers managing organizational structures in Workday. It includes creating and maintaining organization types such as supervisory and cost center hierarchies, configuring reporting structures, and defining locations. Candidates also demonstrate the ability to assign workers, establish leadership roles, and manage the relationships between organizations and employees.
Topic 9	• 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.
Topic 10	• 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.
Topic 11	• Business Process Security: This section of the exam measures the skills of System Security Analysts and focuses on how business process security interacts with overall configurable security in Workday. Candidates ensure secure process execution through appropriate role and domain control.
Topic 12	• 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.
Topic 13	• 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.
Topic 14	• 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.

Topic 15	• 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.
Topic 16	• 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.
Topic 17	• 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.

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Workday Pro HCM Core Certification Exam Sample Questions (Q46-Q51):

NEW QUESTION # 46
How can a user become a member of an organization-based security group?(Select two correct answers.)

- A. The user is located in London, Paris, and Rome.
- B. The user is a member of the Europe Location Hierarchy.
- C. The user is a member of the Human Resources job family.
- D. The user is a member of the Information Technology cost center hierarchy.

Answer: B,D

Explanation:
The correct answers areBandC.
Organization-based security groupsderive membership automatically from an organizational structure in Workday-such assupervisory,cost center,region, orlocation hierarchies. Users are included in the group based on their association with that organization or hierarchy.
* B.If a user is part of theEurope Location Hierarchy, they automatically gain access assigned to that organization-based security group.
* C.Similarly, users belonging to theInformation Technology cost center hierarchyare included in the corresponding cost center-based security group.
OptionsAandDare incorrect because location membership alone (without organizational hierarchy) or job family assignment does not control membership in an organization-based group.
Reference:Workday Pro HCM -Security Fundamentals, "Organization-Based Security Groups and Derived Membership" section.

NEW QUESTION # 47
You need to give a security group permission to access theChange My Phototask. You do not know what security policy houses the task.

What report could you run to determine the policy to which you need to assign the security group?

- A. View Security for Securable Item
- B. View Security Group
- C. View Security Groups for User
- D. View Pending Security Policy Changes

Answer: A

Explanation:
The correct report isView Security for Securable Item.
In Workday, each task, report, or domain is considered asecurable itemthat is protected by one or more security policies. When an administrator needs to identify which policy governs access to a particular task- such asChange My Photo-they use theView Security for Securable Itemreport.
This report provides detailed insight into:
* The domain or business process associated with the securable item,
* The relatedsecurity policies,
* Whichsecurity groupscurrently have access, and
* Thepermissions(view, modify, initiate, etc.) assigned.
Using this report helps determine the correct security domain to update when granting or revoking access.
Reference:Workday Pro HCM -Security Fundamentals, "Analyzing Access Using 'View Security for Securable Item'" section.

NEW QUESTION # 48
What is a use case for a segment-based security group?

- A. HR partners need to be able to approve performance reviews.
- B. HR partners need to be able to view documents but only those assigned to the Performance Review category.
- C. HR partners need to be able to run performance reports.
- D. HR partners need to be able to create performance review templates.

Answer: B

Explanation:
The correct answer isD - HR partners need to be able to view documents but only those assigned to the Performance Review category.
Segment-based security groupsare used in Workday to grant access tospecific subsets of data within a domain, based on defined "segments" such as document category, location, or other defined dimensions.
Unlike role-based or organization-based groups, segment-based security providesfine-grained access control that limits visibility within a specific domain.
In this case, the HR partners should only be able toview documents categorized under "Performance Review", not all employee documents. A segment-based group is ideal here because it restricts access based on the document category segment defined in theDocument Review domain.
Reference:Workday Pro HCM -Security Configuration and Management, "Segment-Based Security Groups" section.

NEW QUESTION # 49
Scenario:
A new supervisory organization has been created. The staffing model has been assigned so that there isno limit on the number of jobs that are filled.
A worker in this organization needs to be promoted fromBusiness Process AnalysttoSenior Business Process Analyst.
What business process do you use?

- A. Change Organization Assignments for Worker
- B. Propose Compensation Change
- C. Change Job
- D. Hire Employee

Answer: C

Explanation:

The correct answer isD - Change Job.

TheChange Jobbusiness process is used in Workday to update a worker'sjob-related detailswithin the same employment record. It applies to bothJob ManagementandPosition Managementstaffing models.

Common use cases forChange Jobinclude:

* Promotions or demotions(e.g., Business Process Analyst # Senior Business Process Analyst),
* Transfersto a different supervisory organization,
* Lateral movesbetween departments, or
* Changes to job profile, location, or business title.

The process maintains continuity of employment while updating the job attributes. In contrast,Hire Employee is for new hires, andPropose Compensation Changeonly adjusts pay without changing the job attributes.

Reference:Workday Pro HCM -Job Change and Staffing Transactions Guide, "Executing the Change Job Business Process."

NEW QUESTION # 50

What is the primary benefit of using aPosition Managementstaffing model?

- A. Allows a company to hire an unlimited number of employees for a single position.
- B. Offers greater control on each position open within an organization.
- C. Offers reporting capabilities on filled positions only.
- D. Allows for greater flexibility when hiring.

Answer: B

Explanation:

The correct answer isC - Offers greater control on each position open within an organization.

ThePosition Managementstaffing model is designed for organizations that requireprecise headcount control and visibility into staffing levels. Each position represents a discrete role that must becreated, approved, and trackedbefore a hire occurs.

This model provides a high degree of control over:

* Vacancies and filled positions
* Position attributes (FTE, job profile, location, etc.)
* Time-to-fill metrics for open roles

Because every hire is linked to a specific position, administrators can effectively monitor workforce planning, budgeting, and resource allocation.

Reference:Workday Pro HCM -Staffing Model Fundamentals, "Benefits of Position Management."

NEW QUESTION # 51

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