Actual Workday Workday-Pro-HCM-Core Exam Questions–Key To Success

True or False? Search lets you use partial searches and abbreviations. - **CORRECT-ANSWER-**True

What is the name and location of the icon you select when acting on or making changes to an object? - **CORRECT-ANSWER-**Related Actions, next to or below the object

What is the name of the report that displays Workday-delivered reports?

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Workday Pro HCM Core Certification Exam Sample Questions (Q49-Q54):

NEW QUESTION # 49
What options are available when configuring a business process notification?

- A. On exit
- B. Sender based on Workday Account
- C. Trigger on In Progress
- D. Recipient based on Workday Account

Answer: D

Explanation:
When configuringBusiness Process Notificationsin Workday, administrators can define therecipientbased on a specificWorkday Account. This allows precise targeting of individuals or security groups (e.g., HR Partner, Manager, or specific role-based accounts) who should receive the notification.
Option D is correct because"Recipient based on Workday Account"ensures the system routes the notification to the appropriate user or group dynamically, based on the context of the business event. This is essential for process transparency and timely action.
Option A (Sender based on Workday Account) is incorrect - the sender is system-defined ("Workday Notification"), not configurable by user account.
Option B (On exit) and Option C (Trigger on In Progress) are not valid notification configuration options; triggers are defined by processstatus changessuch as "Awaiting Action," "Completed," or "Denied." Reference (Paraphrased Source):
Workday Pro HCM Core - Business Process Configuration Guide (2023R2), Section: "Business Process Notifications and Recipient Configuration."

NEW QUESTION # 50
WhatJob Profilefield allows you to default the appropriatesalary rangeduring staffing events?

- A. Restrict to Country
- B. Job Code
- C. Compensation Grade
- D. Job Classification

Answer: C

Explanation:
The correct answer isC - Compensation Grade.
In Workday, theCompensation Gradefield within theJob Profileconfiguration defines thedefault salary range or pay rangefor that profile. When a worker is hired, transferred, or promoted into a job that references a compensation grade, Workday automatically defaults the associatedminimum, midpoint, and maximum pay rangesinto the staffing or compensation event.
TheCompensation Gradeis typically tied toCompensation Grade Profiles, which further refine pay ranges based on factors such aslocation, job level, or eligibility rules. This ensures pay consistency and compliance with internal compensation structures.
Other fields such asJob CodeorJob Classificationare used primarily for external reporting or regulatory mapping (e.g., EEO, SOC codes) and do not control compensation defaults.
Reference:Workday Pro HCM -Compensation Configuration and Job Profiles Guide, "Using Compensation Grades to Default Pay Ranges During Staffing Events."

NEW QUESTION # 51
You are creating acompensation package.
What can you add to the compensation package?

- A. Calculated plan
- B. Retirement plan

- C. One-time payment plan
- D. Future payment plan

Answer: C

Explanation:
In Workday,compensation packagesare used to groupcompensation plans that are presented and assigned during staffing events, such as Hire or Change Job. These packages are designed to include plans that are transactionally assignedand visible during compensation proposals.
Aone-time payment planis explicitly supported within compensation packages and is commonly used for sign-on bonuses, relocation payments, or other ad hoc payments offered during hiring.
Calculated plans and retirement plans are not assigned directly through compensation packages. Calculated plans are system-derived and depend on other plans, while retirement plans are managed through Benefits configuration. Future payment plans are handled separately and are not eligible for inclusion in compensation packages.
Therefore, the only valid option isOne-time payment plan, making optionDcorrect.

NEW QUESTION # 52
What Workday standard report can you use to determine which action steps you can add to a business process?

- A. Business Process Security Policy for Functional Area
- B. View Business Process Template
- C. Business Process Configuration Options
- D. Domain Security Policies for Functional Area

Answer: B

Explanation:
In Workday HCM, business process templates define the foundational structure of a business process, including the types of steps that are available to be configured. When administrators need to determine which action steps-such as approvals, To Do steps, notifications, integrations, or subprocesses-can be added to a specific business process, the correct Workday-delivered report to use is View Business Process Template.
The View Business Process Template report displays the delivered template for a given business process and outlines all supported step types and actions that Workday allows for that process. Because templates are system-delivered and cannot be modified, this report serves as the authoritative reference for understanding what configuration options are available before adding or modifying steps in a business process definition.
The other options do not fulfill this purpose. Business Process Security Policy for Functional Area and Domain Security Policies for Functional Area focus on security access and permissions, not step availability. Business Process Configuration Options is used to identify which business process definition applies to specific organizations, not which step types can be added.
From a Workday Pro HCM best-practice perspective, administrators should always consult the View Business Process Template report before designing or troubleshooting business process configurations. This ensures that changes align with Workday's delivered framework and prevents configuration errors caused by attempting to add unsupported step types.
Therefore, the correct and Workday-verified answer is View Business Process Template, as it identifies which action steps can be added to a business process.

NEW QUESTION # 53
You want the company organization to default in when you hire workers. What task should you run from the supervisory organization to accomplish this?

- A. Create Position
- B. Edit Name/Code
- C. Assign Roles
- D. Edit Supervisory Organization

Answer: D

Explanation:
Comprehensive and Detailed Explanation (Paraphrased from Workday Pro HCM Core - Organizations Configuration Guide, 2023R2):
To have theCompany Organizationautomatically default when hiring workers into a supervisory organization, you must update the

organization settings through theEdit Supervisory Organizationtask.

This task allows you to definedefault organization assignments, includingCompany,Cost Center,Region, andCustom Organizations. Once these defaults are set, Workday automatically populates these values during staffing events such asHireorAdd Job, reducing manual entry and ensuring consistent data alignment across the hierarchy.

Option B (Create Position) is used to define positions within the supervisory org, not defaults.

Option C (Edit Name/Code) modifies identifiers only.

Option D (Assign Roles) relates to security role assignments.

Therefore,Edit Supervisory Organizationis the correct task to establish the default Company for new hires.

Reference (Paraphrased Source):

Workday Pro HCM Core - Organizations Configuration Guide (2023R2), Section: "Defining Default Organization Assignments."

NEW QUESTION # 54

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