

Workday-Pro-HCM-Core在線題庫， Workday-Pro-HCM-Core指南



P.S. KaoGuTi在Google Drive上分享了免費的2026 Workday Workday-Pro-HCM-Core考試題庫：https://drive.google.com/open?id=1nA12LzaNyghW0fFryFxl8621kYuww_MP

KaoGuTi的Workday-Pro-HCM-Core考古題有著讓你難以置信的命中率。這個考古題包含實際考試中可能出現的一切問題。因此，只要你好好學習這個考古題，通過Workday-Pro-HCM-Core考試就會非常容易。作為Workday的一項重要的考試，Workday-Pro-HCM-Core考試的認證資格可以給你帶來很大的好處。所以你絕對不能因為失去這次可以成功通過考試的機會。KaoGuTi承諾如果考試失敗就全額退款。為了你能順利通過Workday-Pro-HCM-Core考試，趕緊去KaoGuTi的網站瞭解更多的資訊吧。

我們KaoGuTi Workday的Workday-Pro-HCM-Core考試培訓資料是最佳的培訓資料，如果你是IT人員，它將是你必選的培訓資料，不要拿你的未來來賭明天，KaoGuTi Workday的Workday-Pro-HCM-Core考試培訓資料絕對值得信賴，我們是專門給全世界的IT認證的考生提供培訓資料的，包括試題及答案，實現Workday的Workday-Pro-HCM-Core考試認證，是許多IT和網路專業人士的目標，KaoGuTi的合格率是難以置信的高，在KaoGuTi，我們致力於你不斷的取得成功。

>> Workday-Pro-HCM-Core在線題庫 <<

Workday-Pro-HCM-Core指南， Workday-Pro-HCM-Core考試題庫

KaoGuTi是一個為參加Workday-Pro-HCM-Core認證考試的考生提供Workday-Pro-HCM-Core認證考試培訓工具的網站。KaoGuTi提供的培訓工具很有針對性，可以幫他們節約大量寶貴的時間和精力。我們的練習題及答案和真實的考試題目很接近。短時間內使用KaoGuTi的模擬測試題你就可以100%通過考試。這樣花少量的時間和金錢換取如此好的結果，是值得的。快將KaoGuTi提供的培訓工具放入你的購物車中吧。

最新的 Human Capital Management Workday-Pro-HCM-Core 免費考試真題 (Q54-Q59):

問題 #54

What domain permission does an HR Auditor security group need to run the Location Directory report?

- A. View
- B. Get
- C. Put
- D. Modify

答案： A

解題說明：

In Workday HCM, access to reports-whether standard or custom-is controlled by domain security permissions. Domain security governs what data a user can see or interact with, and different permission levels determine whether the user can only view data or also create, update, or retrieve it through integrations.

The Location Directory is a Workday-delivered standard report that displays location-related data, such as business sites, addresses, and associated attributes. Because this report is read-only and does not involve creating or updating data, the HR Auditor security group only needs View permission on the relevant Location domain to run the report successfully.

The View permission allows users to see data and run reports that reference that domain. It is the minimum permission required for reporting access and aligns with the typical responsibilities of an HR Auditor, whose role is to review and validate data rather than modify it.

The other permissions are not appropriate in this context. Modify and Put permissions would allow changes to location data, which exceeds auditor responsibilities and violates the principle of least privilege. Get permission is typically used for web services and integrations and does not apply to interactive report execution in the Workday user interface.

From a Workday Pro HCM security best-practice standpoint, assigning only View access ensures auditors can perform their oversight duties without risking unintended data changes. This approach supports compliance, audit integrity, and strong internal controls.

Therefore, the correct and Workday-verified domain permission required for an HR Auditor to run the Location Directory report is View.

問題 #55

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

答案： A

解題說明：

In Workday HCM, access to worklets, including delivered worklets such as the Pay App, is governed by domain security, not business process security. Worklets display data and provide navigation to reports, tasks, and applications, all of which rely on domain-level permissions to control visibility and access.

To prevent Contingent Workers from seeing or accessing the Pay App on their Home landing page, you must remove their associated security group from the domain security policy that grants access to pay- related data. Once domain access is removed, the Pay App will no longer appear for those users because Workday dynamically displays worklets based on the user's domain permissions.

Business process security policies control who can participate in transactional processes-such as initiating or approving a Hire, Change Job, or Termination-and do not influence whether a worklet appears on the Home page. Therefore, options B and D are incorrect because modifying business process security would not affect worklet visibility.

Option C is also incorrect because adding a security group to a domain security policy would grant access, not restrict it.

From a Workday Pro HCM best-practice perspective, restricting access to delivered worklets is always achieved through domain security policy configuration. This ensures consistent behavior across dashboards, reports, and applications tied to sensitive data such as compensation and payroll.

Therefore, the correct and Workday-verified way to prevent Contingent Workers from accessing the Pay App is to remove the security group from the domain security policy.

問題 #56

You need to hire new workers into a new job management supervisory organization. You want to hire workers across multiple locations and with different job profiles.

How do you set hiring restrictions to ensure you can hire employees with maximum flexibility?

- A. When you set the organization's hiring restrictions, select the No Job Restrictions checkbox.
- B. Update the organization's hiring restrictions each time you hire a new worker.
- C. Update each position's hiring restrictions as you hire workers.
- D. When you create the positions, select all locations and job profiles in the hiring restrictions.

答案： A

解題說明：

In Workday HCM, job management supervisory organizations rely on hiring restrictions to control which workers can be hired. These restrictions can be set at the organization level to govern hiring eligibility based on attributes such as job profile, location, worker type, and time type. When an organization anticipates hiring workers across multiple locations and multiple job profiles, Workday Pro HCM best practices emphasize configuring hiring restrictions to allow the greatest flexibility while avoiding unnecessary administrative maintenance.

Selecting the No Job Restrictions checkbox when setting the organization's hiring restrictions is the most effective approach in this scenario. This option removes job-based limitations, allowing the organization to hire workers into any job profile and location without repeatedly updating restrictions. It is especially appropriate for new or growing organizations where hiring needs are expected to change frequently.

The other options introduce inefficiency and risk. Updating each position's hiring restrictions is not applicable in job management, as job management does not use discrete position objects. Selecting all locations and job profiles during position creation is both impractical and restrictive, as it requires constant updates when new jobs or locations are added. Updating the organization's hiring restrictions every time a new worker is hired increases administrative overhead and raises the likelihood of errors or delayed hires. From a Workday Pro HCM perspective, the No Job Restrictions setting is designed specifically to support broad, flexible hiring needs while still allowing downstream processes—such as recruiting, compensation, and reporting—to function correctly. Therefore, choosing this option ensures maximum hiring flexibility and aligns with Workday's recommended configuration approach for job management organizations.

問題 #57

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. Select Disable Pay Date Help Text for One-Time and Referral Payment Processes on Edit Tenant Setup - HCM.
- C. Select Enable Multiple One-Time Payments on Edit Tenant Setup - HCM.
- D. Edit the Request One-Time Payment business process and add a Review step.

答案： C

解題說明：

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.

問題 #58

You want to prevent an HR Partner from accessing the Find Workers report. What must you update?

- A. Business Process Security Policy
- B. Maintain Assignable Roles
- C. Domain Security Policy
- D. Maintain Functional Areas

答案： C

解題說明:

The correct answer is C - Domain Security Policy.

In Workday, reports and data access are controlled by domain security policies, whereas business process security policies control who can initiate or act on transactions. The Find Workers report accesses worker data fields that are part of the Worker Data: Public, Personal, and Employment domains.

To restrict the HR Partner security group from accessing the Find Workers report, you must update the domain security policy that governs the worker data used by that report. By removing the HR Partner group from the View permissions of the relevant domains, you effectively prevent them from retrieving worker information through that report.

Reference: Workday Pro HCM - Security Fundamentals, "Domain Security Policies and Data Access Controls" section.

問題 #59

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一般考 Workday Workday-Pro-HCM-Core 認證兩個目的：一來是學習產品知識；二來通過認證，得到一個可以證明自己能力的東西。如何讓自己一次性通過考試呢？下面向您推薦 KaoGuTi 考古題。如果你正在準備 Workday 的 Workday-Pro-HCM-Core 考試，為認證做最後衝刺，又苦於沒有絕對權威的考試真題模擬，Workday-Pro-HCM-Core 題庫能助你成功通過考試，獲取認證！

Workday-Pro-HCM-Core 指南: https://www.kaoguti.com/Workday-Pro-HCM-Core_exam-pdf.html

很多人都想通過 Workday-Pro-HCM-Core 熱門證照考試來使自己的工作和生活有所提升，但是參加過 Workday-Pro-HCM-Core 認證考試的人都知道通過 Workday-Pro-HCM-Core 認證考試不是很簡單，事實證明，很多人在有音樂的環境中，記憶力和學習效率會更高，這對我們的 Workday-Pro-HCM-Core 考試準備是非常有利的，做題、弄懂題，想獲得 Workday Workday-Pro-HCM-Core 認證，就來 KaoGuTi 網站，那麼怎麼才能做到呢，如果您購買我們的 Workday-Pro-HCM-Core 學習資料後，發現我們的產品存在嚴重質量問題或者對您的學習沒起到幫助作用，我們將退還您購買學習資料費用，絕對保證您的利益不受到任何的損失，Workday Workday-Pro-HCM-Core 在線題庫 如果官方改變了認證考試的大綱，我們會立即通知客戶，首先，我們將 Workday-Pro-HCM-Core 問題集和考試指南結合起來，可以規劃出科學高效的學習計劃；其次，我們可以利用問題集中的 Workday-Pro-HCM-Core PDF 將日常生活中的一些碎片化時間段利用起來，有效的提高我們的學習效率；還有，我們通過記憶一部分自己無法掌握的 Workday-Pro-HCM-Core 問題和答案，可以提高我們最終的考試得分。

難得看到妳跟壹個人如此投機，大劍沖在前面排山倒海壹般，小劍隨後徑直殺向人參果，很多人都想通過 Workday-Pro-HCM-Core 熱門證照考試來使自己的工作和生活有所提升，但是參加過 Workday-Pro-HCM-Core 認證考試的人都知道通過 Workday-Pro-HCM-Core 認證考試不是很簡單。

最好的 Workday Workday-Pro-HCM-Core: Workday Pro HCM Core Certification Exam 在線題庫 - 100% 合格率 KaoGuTi Workday-Pro-HCM-Core 指南

事實證明，很多人在有音樂的環境中，記憶力和學習效率會更高，這對我們的 Workday-Pro-HCM-Core 考試準備是非常有利的，做題、弄懂題，想獲得 Workday Workday-Pro-HCM-Core 認證，就來 KaoGuTi 網站，那麼怎麼才能做到呢？

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