

Workday-Pro-HCM-Core測試引擎 - Workday-Pro-HCM-Core證照信息



順便提一下，可以從雲存儲中下載KaoGuTi Workday-Pro-HCM-Core考試題庫的完整版：https://drive.google.com/open?id=1ee_Nncr5vY82XlwxIHie4-pQ9KArFqSi

想要通過Workday的Workday-Pro-HCM-Core考試並取得Workday-Pro-HCM-Core的認證資格嗎？KaoGuTi可以保證你的成功。準備考試的時候學習與考試相關的知識是很有必要的。但是，更重要的是，要選擇適合自己的高效率的工具。KaoGuTi的Workday-Pro-HCM-Core考古題就是適合你的最好的學習方法。這個高品質的考古題可以讓你看到不可思議的效果。如果你擔心自己不能通過考試，快點擊KaoGuTi的網站瞭解更多的資訊吧。

Workday Workday-Pro-HCM-Core 考試大綱：

主題	簡介
主題 1	<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.
主題 2	<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.
主題 3	<ul style="list-style-type: none">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.
主題 4	<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.

主題 5	<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.
主題 6	<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.
主題 7	<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.
主題 8	<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.
主題 9	<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.
主題 10	<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.
主題 11	<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.
主題 12	<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.
主題 13	<ul style="list-style-type: none"> • 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.
主題 14	<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.
主題 15	<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.

>> Workday-Pro-HCM-Core測試引擎 <<

高質量的Workday-Pro-HCM-Core測試引擎，最新的學習資料幫助妳輕鬆

通過Workday-Pro-HCM-Core考試

KaoGuTi提供有保證的題庫資料，以提高您的Workday Workday-Pro-HCM-Core考試的通過率，您可以認識到我們產品的真正價值。如果您想參加Workday-Pro-HCM-Core考試，請選擇我們最新的Workday-Pro-HCM-Core題庫資料，該題庫資料具有針對性，不僅品質是最高的，而且內容是最全面的。對於那些沒有充分的時間準備考試的考生來說，Workday Workday-Pro-HCM-Core考古題就是您唯一的、也是最好的選擇，這是一個高效率的學習資料，Workday-Pro-HCM-Core可以讓您在短時間內為考試做好充分的準備。

最新的 Human Capital Management Workday-Pro-HCM-Core 免費考試真題 (Q16-Q21):

問題 #16

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

答案: B,C

解題說明:

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."

問題 #17

What security group does Workday deliver that allows employees to change their home address?

- A. Manager
- **B. Employee-as-Self**
- C. All Users
- D. Initiator

答案: B

解題說明:

The correct answer is A - Employee-as-Self.

Employee-as-Self is a delivered Workday user-based security group automatically assigned to all active workers within the tenant.

This group allows employees to view and update their own personal data, such as home address, phone number, emergency contacts, and other self-service information.

The permissions for this group are defined in domain security policies related to personal data, such as Worker Data: Personal Information and Worker Data: Home Contact Information. Employees only have access to modify their own records, not those of others.

This self-service model is central to Workday's HCM design, empowering employees to maintain accurate personal information without administrator intervention.

Reference: Workday Pro HCM - Security and Self-Service Fundamentals, "Employee-as-Self Delivered Security Group" section.

問題 #18

You want a report's results to display only workers located in Toronto and Montreal. What report configuration accomplishes this?

- A. Share
- B. Sort
- C. Sub Level Sort
- **D. Filter**

答案： D

解題說明：

The correct answer is Filter.

In Workday reporting, filters are used to narrow down report results based on specific data criteria, such as location, supervisory organization, or worker type. By applying a filter condition to include only workers whose location equals Toronto or Montreal, the report output dynamically restricts data to meet those parameters.

Filters can be added to both custom and advanced reports and can include multiple conditions combined with logical operators (AND/OR). Unlike Sort (which arranges results in a specific order) or Share (which defines who can view or edit the report), a Filter directly controls which data rows appear in the report output, ensuring that only relevant workers are displayed.

Reference: Workday Pro HCM - Reporting Fundamentals, "Using Filters to Refine Report Results" section.

問題 #19

Why would you recommend a client to use job families or job family groups?

- A. Job families and job family groups have a hierarchical structure with job families being the highest level.
- **B. Job families and job family groups are optional, but they can help organize and group job profiles.**
- C. Job families and job family groups can be assigned to compensation grade profiles.
- D. Job families can belong to one or more job family groups.

答案： B

解題說明：

The correct answer is A - Job families and job family groups are optional, but they can help organize and group job profiles.

Job Families and Job Family Groups are optional configuration elements in Workday, but they serve a key purpose in maintaining a structured, organized job framework. They enable the grouping of similar jobs for streamlined management in areas such as compensation, recruiting, reporting, and career development.

For instance, all technical roles (like Software Engineer, Systems Analyst, and Data Architect) might belong to the Information Technology Job Family, which in turn is part of the Technology Job Family Group.

While optional, using these structures provides consistency across departments, simplifies security and reporting filters, and supports analytics related to workforce planning and talent management.

Reference: Workday Pro HCM - Job Profiles and Job Family Structures, "Benefits of Using Job Families and Job Family Groups."

問題 #20

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

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

答案： B,C

解題說明：

The correct answers are B and C.

Organization-based security groups derive membership automatically from an organizational structure in Workday—such as supervisory, cost center, region, or location hierarchies. Users are included in the group based on their association with that organization or hierarchy.

* B. If a user is part of the Europe Location Hierarchy, they automatically gain access assigned to that organization-based security group.

* C. Similarly, users belonging to the Information Technology cost center hierarchy are included in the corresponding cost center-based security group.

Options A and D are incorrect because location membership alone (without organizational hierarchy) or job family assignment does not control membership in an organization-based group.

問題 #21

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難道你不想在你的工作生涯中做出一番輝煌的成績嗎？肯定希望那樣吧。那麼，你就有必要時常提升自己了。在Workday行業工作的你應該怎樣提升自己的水準呢？其實參加IT認證考試獲得認證資格是一個好方法。Workday的認證考試資格是很重要的資格，因此參加Workday-Pro-HCM-Core考試的人變得越來越多了。

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