

New Workday-Pro-HCM-Core Test Practice & Exam Questions Workday-Pro-HCM-Core Vce

New 2025 Workday HCM Pro Core certification test Review with 80 real exam prep questions and answers/ workday Pro HCM core certification exam 2025 (new!)

You are editing security policy permissions using the report in the Domain Security for Functional Areas. What can you change?

- A. Business Process Security
- B. Securable actions
- C. Securable Reporting Items
- D. Permissions

What does Compensation Grade profile represent?

- A. The salary range associated to a job for a certain geographic area.
- B. The salary range for all current workers within a certain job
- C. The benchmark information about a job's compensation
- D. The comp grade associated with a job profile

What should you consider when using salary plans?

- A. A salary plan is not required to enter base pay for salaried employees
- B. A salary plan should created for country
- C. A salary plan can be attached to a allowance plan
- D. One or more salary plans can be set up

P.S. Free 2026 Workday Workday-Pro-HCM-Core dumps are available on Google Drive shared by Itbraindumps: https://drive.google.com/open?id=1AB1gd9khWyV8SnhKs67GqPZoNlxK_8LI

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

Topic	Details
Topic 1	<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.
Topic 2	<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.

Topic 3	<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.
Topic 4	<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.
Topic 5	<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.
Topic 6	<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.
Topic 7	<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.
Topic 8	<ul style="list-style-type: none"> 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 9	<ul style="list-style-type: none"> 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 10	<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.
Topic 11	<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.
Topic 12	<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.
Topic 13	<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.
Topic 14	<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.

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Workday Pro HCM Core Certification Exam Sample Questions (Q71-Q76):

NEW QUESTION # 71

You want to stop a consolidated approval chain after a vice president approves the task.

What type of condition rule do you add to accomplish this?

- A. Validation
- B. Exit
- C. Entry
- D. While Running

Answer: B

Explanation:

In Workday HCM, condition rules are used within business process definitions to control when steps start, continue, or stop executing. When working with consolidated approvals, it is common to define stopping points so that once a required level of approval is met—such as approval by a vice president—the approval chain does not continue unnecessarily.

To stop a consolidated approval chain after a vice president approves the task, you must use an Exit condition rule. Exit conditions are evaluated after a step completes and determine whether the business process should continue to subsequent steps or stop processing additional steps. When the exit condition evaluates to true, Workday exits the process flow at that point.

This behavior makes exit conditions ideal for scenarios where hierarchical or role-based approval chains should end once a certain authority level has approved. In this case, once the vice president approval is completed, the exit condition prevents additional approvers from receiving the task.

The other condition types do not meet this requirement. Entry conditions control whether a step starts at all but do not stop a process once it has begun. Validation conditions are used to enforce data accuracy and prevent submission if requirements are not met. While Running conditions are evaluated while a step is in progress and are typically used to cancel or reroute steps if circumstances change.

From a Workday Pro HCM best-practice perspective, exit condition rules are the correct and recommended method for ending approval chains early when business requirements are satisfied. Therefore, the correct and Workday-verified answer is Exit

NEW QUESTION # 72

You are configuring the Job Change business process. You need to determine whether to send a step to the current manager or the proposed manager.

What option can you use?

- A. Maintain Advanced Routing Restriction
- B. Validation Condition rule
- C. Entry Condition rule
- D. Routing Modifier

Answer: D

Explanation:

The correct option is Routing Modifier.

In Workday, Routing Modifiers are used to dynamically adjust the routing of approval or review steps within a business process based on contextual changes, such as whether a worker's supervisory organization or manager is changing. This configuration allows the system to intelligently determine whether the approval or notification step should go to the current manager (before the change) or the proposed manager (after the change).

For example, in the Job Change business process, when an employee is transferring to a new organization or manager, a routing

modifier ensures that pre-transfer approvals route to the current manager, while post-transfer approvals route to the new (proposed) manager. This ensures accurate accountability and process flow alignment.
Reference: Workday Pro HCM - Business Process Configuration and Routing, "Using Routing Modifiers in Business Processes" section.

NEW QUESTION # 73

You must make a change to an employee's salary without changing any other worker details.
What task will you use to make this ad hoc change?

- A. Request One-Time Payment
- **B. Request Compensation Change**
- C. Transfer, Promote or Change Job
- D. Request Grade Change

Answer: B

Explanation:

In Workday, when an organization needs to change only compensation details—such as base salary—without affecting job, position, organization, or other worker attributes, the correct task is Request Compensation Change. This task is specifically designed for standalone compensation updates.

The Transfer, Promote or Change Job task is used when job-related attributes change and should not be used for compensation-only updates. Request Grade Change modifies the employee's compensation grade but does not directly update salary amounts. Request One-Time Payment is limited to non-recurring payments and does not affect base pay.

Request Compensation Change ensures:

- * No job or organizational data is altered
- * Proper compensation validations and guidelines apply
- * Accurate audit tracking and approvals are enforced

Therefore, Request Compensation Change is the correct and Workday-recommended task for ad hoc salary changes.

NEW QUESTION # 74

A customer creates a new supervisory organization to inherit attributes from an existing supervisory organization. Which attributes will be inherited from the superior organization to the subordinate organization? (Select three correct answers.)

- A. Subtype
- **B. Staffing Model**
- **C. Visibility**
- **D. Organization Assignments**
- E. Name

Answer: B,C,D

Explanation:

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

When creating a new supervisory organization, Workday allows the subordinate organization to inherit key structural and configuration attributes from its superior organization. These inherited elements include:

- * Visibility (A): Determines who can view the organization and its members, inherited to maintain consistent access control.
- * Organization Assignments (B): Such as company, cost center, region, and custom organizations, ensuring hierarchical alignment.
- * Staffing Model (D): The staffing model (Position Management or Job Management) is inherited to ensure consistency in hiring and staffing control.

Subtype (C) and Name (E) are not inherited; they must be defined at the time of creation. Subtype determines the organization's classification, while the name uniquely identifies it.

Reference (Paraphrased Source):

Workday Pro HCM Core - Organizations and Hierarchy Configuration Guide (2023R2), Section: "Creating Subordinate Supervisory Organizations."

"Subordinate supervisory organizations inherit configuration from their superior supervisory organization, including attributes such as the staffing model, organization assignments, and visibility settings. This ensures consistency and reduces administrative overhead."
- Workday Module 2 Binder, Supervisory Organizations Section

NEW QUESTION # 75

What security group does Workday deliver that allows employees to view information about the organization's structure?

- A. Role Maintainer
- B. Implemented
- C. All Employees
- D. Initiator

Answer: C

Explanation:

The correct answer is C - All Employees.

Workday delivers the All Employees security group as a predefined (delivered) user-based security group that automatically includes every active worker within the tenant. This group grants broad access to non-sensitive information that all workers should be able to view such as organizational structure, reporting relationships, job profiles, and public worker details (like name, title, and location). The All Employees group is fundamental for system usability and transparency, ensuring employees can navigate the org chart, identify colleagues, and understand reporting hierarchies without compromising confidential data.

Workday recommends maintaining this group's configuration in its default state to avoid restricting essential information visibility.

Security administrators may, however, further refine domain policies to exclude sensitive data while preserving general organization structure access.

Reference: Workday Pro HCM - Security Fundamentals, "Delivered Security Groups: All Employees, All Contingent Workers, and All Users" section.

NEW QUESTION # 76

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