

Workday-Pro-HCM-Core資格受験料、Workday-Pro-HCM-Core最新問題

Workday HCM Core PRO TEST 2023-2024 WITH CORRECT ANSWERS GUARANTEED PASS

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

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

What is the name of the report that displays Workday-delivered reports?
A. Workday Standard Reports B. Workday Delivered Reports C. Workday Customer Reports D. All Custom Report - ANSWER-A. Workday Standard Reports

What is the primary organizational structure within Workday HCM? - ANSWER-Supervisory

True or False? Security and business processes apply across applications and impact all Workday solutions. - ANSWER-True

What is the foundation of all jobs and positions in Workday? A. Job Profile B. Position C. Job D. Job Family - ANSWER-A. Job Profile

True or False? You can configure business process steps to route to security groups in order to complete a transaction. - ANSWER-True

P.S. ShikenPASSがGoogle Driveで共有している無料かつ新しいWorkday-Pro-HCM-Coreダン
プ: <https://drive.google.com/open?id=1xpC1n0hmo2i7W6yORklhhE0xLWSPgre2>

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>> Workday-Pro-HCM-Core資格受験料 <<

Workday-Pro-HCM-Core最新問題、Workday-Pro-HCM-Core認定資格試験

今日では、柔軟な学習方法が電子製品の開発でますます一般的になっています。最新の技術は、同様に、我々はこの分野で最も主導的な地位にあることから、当社WorkdayのWorkday-Pro-HCM-Core実際の試験に適用されています。また、あなたは私たちのWorkday-Pro-HCM-Core練習材料の3つのバージョンが存在するために多様な選択肢があります。同時に、Workday-Pro-HCM-Core試験に合格し、Workday-Pro-HCM-Core学習教材の有効性

と正確性について希望の Workday-Pro-HCM-Core認定を取得する必要があります。

Workday Pro HCM Core Certification Exam 認定 Workday-Pro-HCM-Core 試験問題 (Q20-Q25):

質問 # 20

You need to create a new supervisory organization and it needs to inherit attributes from an existing supervisory organization. What task do you use?

- A. Assign Included Organizations
- B. Assign Roles
- **C. Create Subordinate**
- D. Create Supervisory Organization

正解: C

解説:

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

When creating a new supervisory organization that should inherit attributes such as staffing model, company, and cost center from an existing organization, you use the Create Subordinate task.

This task creates the new subordinate organization directly under a superior supervisory organization. It automatically copies inherited settings such as visibility, organization assignments, and staffing model, ensuring hierarchical alignment and simplifying setup. Option B (Create Supervisory Organization) creates a brand-new top-level supervisory org without inheritance.

Option A (Assign Roles) only assigns role-based permissions after creation.

Option C (Assign Included Organizations) is used for related org relationships, not for hierarchical creation.

Thus, Create Subordinate is the correct task when the new org must inherit settings from a superior one.

Reference (Paraphrased Source):

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

質問 # 21

Your client wants to select a staffing model that will allow them to track the time to fill a position. What staffing model should they use?

- A. Job Management
- B. Customer-defined staffing model
- C. A hybrid staffing model
- **D. Position Management**

正解: D

解説:

The correct answer is C - Position Management.

In Workday, Position Management is the staffing model used when an organization needs to track headcount, vacancies, and time-to-fill for each position individually. Each position represents a distinct job slot that must be filled by a worker, providing clear visibility into when a position is open, filled, or closed.

This model is ideal for organizations that require detailed tracking of resource allocation, workforce planning, and recruiting metrics such as "time to fill". Because each position must exist before a hire can occur, Workday automatically records the date the position is opened and the date it is filled, allowing accurate reporting on recruitment cycle times.

In contrast, Job Management groups workers under jobs rather than individual positions and does not provide vacancy-level tracking, making it unsuitable for time-to-fill analysis.

Reference: Workday Pro HCM - Staffing Models and Position Management Guide, "Comparing Position Management and Job Management Models."

質問 # 22

Your client frequently has special projects their employees work on. These projects are temporary and are staffed with existing employees. Your client needs a way to assign a temporary manager for each project and be able to see all the team members in the

tenant. What organization type will allow them to accomplish this?

- A. Supervisory
- B. Pay Group
- **C. Matrix**
- D. Location Hierarchy

正解: C

解説:

Comprehensive and Detailed Explanation (Paraphrased from Workday Pro HCM Core - Organization Types and Structures Guide, 2023R2):

The correct organization type for managing temporary project-based teams is a Matrix Organization.

Matrix organizations are designed to group employees from different supervisory organizations to work together on a temporary or functional basis, such as projects or task forces.

This structure allows the assignment of a temporary manager (Matrix Manager) who oversees project-related activities without changing employees' primary supervisory reporting relationships. The matrix manager gains visibility into all assigned members, enabling effective project oversight.

Options A (Location Hierarchy) manages physical work locations, not project teams.

Option B (Supervisory) defines permanent reporting structures.

Option D (Pay Group) organizes workers for payroll purposes only.

Thus, Matrix Organization provides the flexibility and visibility required for cross-functional, project-based staffing.

Reference (Paraphrased Source):

Workday Pro HCM Core - Organizations Configuration Guide (2023R2), Section: "Matrix Organizations and Project-Based Management."

質問 # 23

Scenario:

A new supervisory organization has been created. The staffing model has been assigned so that there is no limit on the number of jobs that are filled.

The organization is now ready for staffing. You want to limit the Worker Type and Location that are available.

What business process accomplishes this?

- **A. Edit Hiring Restrictions**
- B. Edit Position Restrictions
- C. Edit Job
- D. Edit Position

正解: A

解説:

The correct answer is D - Edit Hiring Restrictions.

In this scenario, the supervisory organization uses the Job Management staffing model ("no limit on the number of jobs"). Because there are no discrete positions, you control staffing limits through Hiring Restrictions rather than position-level restrictions.

The Edit Hiring Restrictions task allows administrators to specify criteria such as:

* Worker Type (Employee, Contingent Worker)

* Location

* Job Family / Job Profile

* Time Type (Full-time, Part-time)

This ensures that hiring aligns with organizational policy even when positions are not individually managed.

For organizations using Position Management, the corresponding task would be Edit Position Restrictions instead.

Reference: Workday Pro HCM - Hiring and Staffing Models Guide, "Using Hiring Restrictions in Job Management Organizations."

質問 # 24

Which tasks can be executed from a business process step to create a new condition rule? (Select two correct answers.)

- **A. Create Condition Rule**
- B. Maintain Step Delay
- **C. Maintain Step Conditions**

- D. Maintain Advanced Routing Restrictions

正解: A、C

解説:

In Workday, condition rules determine whether a step executes, routes, or triggers based on defined criteria such as job attributes, location, or organization. There are two primary ways to create or associate condition rules directly from a business process step:

* Create Condition Rule (Option C)- allows a user to define a new condition rule directly from within the step configuration screen. This opens the condition rule editor where criteria can be defined using Workday attributes.

* Maintain Step Conditions (Option D)- provides the option to assign existing condition rules or create new ones for the selected step. This is often used to ensure that certain steps run only when specific business conditions are met.

Options A and B are incorrect:

* Maintain Advanced Routing Restrictions(A) is related to security routing and worktag-based participant logic, not condition rule creation.

* Maintain Step Delay(B) controls timing (delaying execution by hours or days), unrelated to conditions.

Reference (Paraphrased Source):

Workday Pro HCM Core - Business Process Framework and Condition Rule Configuration Guide (2023R2)

- Sections: "Creating and Maintaining Condition Rules" and "Step-Level Configuration."

質問 # 25

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Workday-Pro-HCM-Core最新問題: <https://www.shikenpass.com/Workday-Pro-HCM-Core-shiken.html>

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便利な-権威のあるWorkday-Pro-HCM-Core資格受験料試験-試験の準備方法Workday-Pro-HCM-Core最新問題

そのため、当社のWorkday-Pro-HCM-Core学習教材を選択することで、Workday Pro HCM Core Certification Exam安心してお使いいただけます、当社の唯一の目的は、各顧客が試験に合格するのを支援するとともに、短時間で重要な認定を取得することです、あなたはいつでも、どこでも、Workday-Pro-HCM-Coreオンラインテストエンジンを使用して学習することができます。

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