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What is the Microsoft AZ-140 Exam?

The Microsoft AZ-140 exam measures a candidate's ability to configure, operate, and manage Microsoft Azure Virtual Desktop environments. As businesses increasingly adopt virtual desktop solutions, professionals with specialized knowledge of AVD gain a competitive edge in the IT industry. The exam is part of the Microsoft Certified: Azure Virtual Desktop Specialty certification path.

Key Skills Measured in AZ-140

- Planning and implementing an Azure Virtual Desktop infrastructure
- Managing access and security
- Configuring host pools and session hosts
- Monitoring and maintaining Azure Virtual Desktop environments
- Implementing FSLogix for user profiles

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Workday Pro HCM Core Certification Exam Sample Questions (Q41-Q46):

NEW QUESTION # 41
In what step type can you add a validation condition rule?

- **A. Approval step**
- B. Initiation step
- C. Integration step
- D. Service step

Answer: A

Explanation:
As per the Workday Module 2 Binder:
"Validation condition rules are used in approval steps to determine whether the step should occur or be skipped based on specific conditions."
- Workday Module 2 Binder, Business Processes Section
* Situation:In a business process in Workday, organizations want certain steps (like approvals) to occur only if specific conditions are met-for example, skipping approval if the amount is under a certain threshold.
* Task:Implement logic that dynamically controls the flow of a business process based on conditions.
* Action:You apply a validation condition rule within an approval step. This rule evaluates defined criteria and determines if the step should be executed or bypassed.
* Result:This enhances automation, improves efficiency, and reduces manual intervention in workflow execution.
Hence,approval stepsare the specific step type in whichvalidation condition rulescan be added.

NEW QUESTION # 42
You are updating a business process and need to exclude the initiator from completing a step. What task do you use?

- A. Maintain Step Conditions
- B. Maintain Step Help-Text
- C. Maintain Step Delay
- **D. Maintain Advanced Routing**

Answer: D

Explanation:
When configuring a business process, if the requirement is toexclude the initiator from completing a step, the correct configuration point is withinMaintain Advanced Routing. This task allows administrators to control and customizerouting restrictionsand participant logic for each step.
Using theMaintain Advanced Routingtask, you can define whether the initiator should be included or excluded as a potential assignee for the step. This ensures segregation of duties and compliance - for example, preventing an employee who initiated a Change Job event from approving or reviewing their own transaction.
Options A, B, and D are incorrect:
* Maintain Step Conditions (A)is used to apply condition rules to control whether a step executes but not who performs it.
* Maintain Step Help-Text (B)is used only to provide user instructions within the BP interface.
* Maintain Step Delay (D)controls timing between steps, not participant assignment.
Reference (Paraphrased Source):
Workday Pro HCM Core - Business Process Configuration Guide (2023R2), Section: "Advanced Routing and Participant Restrictions" and "Business Process Step Configuration Options."

NEW QUESTION # 43
Which of these are examples ofuser-based security groups?(Select two correct answers.)

- A. HR Administrator
- B. Security Administrator
- C. Compensation Partner
- D. Managers

Answer: A,B

Explanation:
From the Workday Module 2 Binder:
"User-based security groups include roles such as Security Administrator and HR Administrator.
These are assigned directly to individual users and determine their access and capabilities within the tenant."
- Workday Module 2 Binder, Security Configuration Section
* User-Based Security Groups are directly assigned to specific users, rather than based on roles or job positions.
* Security Administrator and HR Administrator are classic examples - they're given to individual users based on need or access level.
* Compensation Partner and Managers are role-based security groups, which are tied to a worker's role within an organization, not directly to a user.

NEW QUESTION # 44
An end user is creating a new cost center. What determines the values that the user can select in the subtype field?

- A. Subtypes that Workday recommends be used for the Cost Center organization type.
- B. Subtypes that default based on the role of the end user.
- C. Subtypes configured to be used for the Cost Center organization type.
- D. Subtypes that default based on the location of the cost center.

Answer: C

Explanation:
Comprehensive and Detailed Explanation (Paraphrased from Workday Pro HCM Core - Organizations Configuration and Setup Guide, 2023R2):
The values available in the Subtype field when creating a new Cost Center are determined by the subtypes configured for that specific organization type. Each organization type (e.g., Company, Cost Center, Region, or Supervisory) can have one or more associated subtypes that define additional categorization or behavior.
During configuration, administrators define which subtypes are valid for each organization type. Hence, when an end user creates a Cost Center, only the subtypes associated with the "Cost Center" organization type will appear in the selection list.
Options A, C, and D are incorrect because subtypes are not influenced by location, user role, or system recommendations - they are strictly defined in the configuration setup.
Reference (Paraphrased Source):
Workday Pro HCM Core - Organizations Configuration Guide (2023R2), Section: "Defining Organization Types and Subtypes."

NEW QUESTION # 45
You need to determine which tasks in your business process must occur after the completion step. What report will you run?

- A. Business Process Compare
- B. Business Process Configuration Options
- C. Business Process Definitions for Business Object
- D. Business Process Definitions

Answer: D

Explanation:
The correct report to determine which tasks occur after the Completion Step in a business process is the
"Business Process Definitions" report.
In Workday, the Business Process Definitions report provides a comprehensive view of all steps, conditions, and routing rules
configured within a specific business process definition. This includes identifying the sequence of steps, whether they occur before or
after the completion step, and the associated responsible roles or security groups.
This report is critical for administrators and Workday Pro users to validate workflow sequencing, especially when troubleshooting
process behavior or verifying compliance with organizational approval structures. Other reports, such as Business Process
Definitions for Business Object, are broader and list all business processes tied to a given object, but they do not detail the post-

completion steps.
Reference: Workday Pro HCM - Business Process Fundamentals, "Analyzing Business Process Definitions" section; Workday Report: Business Process Definitions.

NEW QUESTION # 46
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