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Workday Pro HCM Core Certification Exam Sample Questions (Q37-Q42):

NEW QUESTION # 37

What is a use case for a segment-based security group?

- A. HR partners need to be able to view documents but only those assigned to the Performance Review category.
- B. HR partners need to be able to create performance review templates.
- C. HR partners need to be able to run performance reports.
- D. HR partners need to be able to approve performance reviews.

Answer: A

Explanation:

The correct answer is D - HR partners need to be able to view documents but only those assigned to the Performance Review category.

Segment-based security groups are used in Workday to grant access to specific subsets of data within a domain, based on defined "segments" such as document category, location, or other defined dimensions.

Unlike role-based or organization-based groups, segment-based security provides fine-grained access control that limits visibility within a specific domain.

In this case, the HR partners should only be able to view documents categorized under "Performance Review", not all employee documents. A segment-based group is ideal here because it restricts access based on the document category segment defined in the Document Review domain.

Reference: Workday Pro HCM - Security Configuration and Management, "Segment-Based Security Groups" section.

NEW QUESTION # 38

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

Answer: A,B,C

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 # 39

Which of these are examples of user-based security groups? (Select two correct answers.)

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

Answer: B,C

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 # 40

What report can you use to view how Workday secures the Change My Legal Name task?

- **A. View Security for Securable Item**
- B. View Data Source Security
- C. View Security Groups
- D. View Security Rule

Answer: A

Explanation:

The correct answer is B - View Security for Securable Item.

In Workday, every task, report, domain, and business process is considered a securable item. To analyze how access to a specific task (like Change My Legal Name) is controlled, the system administrator uses the View Security for Securable Item report.

This report allows users to:

- * Identify which domain security policy governs the securable item,
- * See what security groups currently have access,
- * Determine the type of access granted (View, Modify, Initiate, etc.), and
- * Understand the security policy inheritance associated with the item.

For example, when you run this report and enter "Change My Legal Name" as the securable item, Workday returns the domain policy controlling it - typically within the Worker Data: Personal Information domain.

From there, security administrators can update access via the Maintain Domain Security Policy for Functional Area task if necessary.

This is the standard and recommended Workday method for determining how any specific action, report, or task is secured.

Reference: Workday Pro HCM - Security Fundamentals, "Analyzing Access with the View Security for Securable Item Report" section.

NEW QUESTION # 41

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

Answer: C

Explanation:

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."

NEW QUESTION # 42

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