Hot Workday Workday-Pro-HCM-Reporting Questions & Trustworthy Workday-Pro-HCM-Reporting Dumps

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

Topic	Details
Topic 1	• Calculated Fields: This domain assesses the skills of candidates regarding calculations. A calculation is a deliberate process that transforms one or more inputs into one or more results.
Topic 2	• Composite Reporting: This domain of the Workday Pro HCM Reporting Certification exam measures the skills of HRIS Analysts and covers building and managing Composite Reports to deliver advanced insights across Workday HCM data.
Topic 3	• Reporting: Business Reporting is used to inform management and investors of information such as financial performance, the market outlook, or the performance of a specific department. Candidates are tested for their business reporting skills.
Topic 4	• Human Capital Management: Human capital is a concept used by economists and social scientists to designate personal attributes considered useful in the production process. Candidates are assessed for their HCM skills.

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Workday Pro HCM Reporting Certification Exam Sample Questions (Q26-

Q31):

NEW QUESTION # 26

You need to create a report to show the trend of worker headcount over time.
What is the most appropriate data source for this report?

- A. Workers for HCM Reporting
- B. Headcount
- C. Worker History
- D. Trended Workers

Answer: D

Explanation:

The Trended Workers data source is specifically designed for reports that display trends over time, such as headcount, turnover, and demographics. It captures periodic snapshots of worker data (monthly, quarterly, etc.), which allows organizations to track workforce metrics historically.
From the Workday binder: "Trended Workers captures snapshots of worker data at periodic intervals, providing historical reporting across time dimensions. This enables reporting on headcount, attrition, and demographics in a time series format." By contrast, Workers for HCM Reporting is used for current-state data, not trending. Worker History provides effective-dated transaction-level history but does not automatically generate trending snapshots. Headcount is a standard delivered report and not a reusable data source for custom trending analysis.
Therefore, the most appropriate data source for worker headcount trends over time is A. Trended Workers.

NEW QUESTION # 27

A worker report uses a filter based on the Location field, using the comparison type Prompt the user for a value. A user runs this report and leaves the prompt value blank.
What Worker instances display on the output?

- A. Only Worker instances where the Location field value is blank
- B. Only Worker instances where there is a value of the Location field
- C. All Worker instances, regardless of the value of the Location field
- D. No Worker instances, regardless of the value of the Location field

Answer: C

Explanation:

Workday report filters allow prompts so users can enter values when running a report. If the prompt value is left blank, Workday treats it as though no filter condition has been applied, so the system returns all available Worker instances regardless of the Location field.
From the Workday Reporting guide:
"Prompts - You can further narrow and refine your report results by having the user complete prompt fields before they run the report. You can set default values for prompts... If left blank, the filter condition is ignored and all data is returned." Therefore, the correct answer is D. All Worker instances, regardless of the value of the Location field.

NEW QUESTION # 28

You only want to show snapshot data on a custom trending report that uses the Trended Workers data source.
How can you achieve this with minimal impact to report performance?

- A. Configure the default value of the Record Type prompt.
- B. Add a report filter using the Snapshot field.
- C. Use the Trended Workers for Planning data source filter.
- D. Run the Maintain Trended Workers task and configure the default record type.

Answer: B

Explanation:

The Record Type field in Trended Workers distinguishes between snapshots and transactions (such as hires, terminations, or transfers). To focus only on snapshot data, you can apply a report filter on the Snapshot field, ensuring only monthly or quarterly

snapshots are displayed. This approach improves report performance because filtering happens at the report level without modifying global trending settings.

From the Workday reporting documentation: "Trended Worker data includes snapshots and transactions. To restrict a report to snapshots, apply a filter on the Record Type or Snapshot field." Other answers involve system-wide changes or unnecessary complexity: running Maintain Trended Workers redefines system defaults, configuring prompts adds user interaction overhead, and Trended Workers for Planning is a different data source intended for forecasting.

Thus, the most efficient option is B. Add a report filter using the Snapshot field.

NEW QUESTION # 29

You want to view benefit cost by benefit enrollment for the current year compared to the prior year to evaluate increases or decreases in plan enrollment, displaying formatted cost and count variance calculations.

What type of report would allow you to do this?

- A. Matrix Report
- B. Composite Report
- C. Trending Report
- D. Advanced Report

Answer: C

Explanation:

To evaluate year-over-year changes in benefit costs and enrollments, you need historical data comparisons over time. The Trending Report type is designed for exactly this use case, leveraging data sources like Trended Workers to display snapshots at periodic intervals and calculate variances between time periods.

From the Workday binder: "Trending reports allow you to track changes to worker data across time. These reports support analysis of headcount, demographics, benefit enrollments, and cost variances year-over-year or month-over-month." Advanced and Matrix reports provide strong analysis capabilities, but they are based on current or related effective-dated data, not time-series snapshots. Composite reports combine multiple subreports but do not inherently manage trending data or variance calculations across years.

Therefore, the only correct option for year-over-year benefit enrollment and cost variance is D. Trending Report.

NEW QUESTION # 30

A compensation analyst wants to provide C-level executives with a readable and easily accessible display of annual average base pay for workers by region.

What would be an effective option for this case?

- A. A dashboard, because we only need information from a single report.
- B. A worklet, because we need information from a collection of reports, organized by region.
- C. A dashboard, because we need information from a collection of reports, organized by region.
- D. A worklet, we only need information from a single report.

Answer: C

Explanation:

Workday dashboards allow organizations to present multiple reports together in a consolidated, highly visual, and interactive format. For C-level executives, who require a comprehensive and regional view of annual average base pay, dashboards are preferred over individual reports or worklets because they enable grouping and comparison across multiple data sets.

From the Workday binder: "Dashboards provide an interface to view charts and sheets all in one place. This enables managers and executives to analyze key metrics and trends so they can make better decisions." . By organizing reports by region within a dashboard, executives can quickly compare averages, identify trends, and take strategic action without needing to navigate multiple reports.

Worklets are lightweight tiles often used for single reports or quick tasks on the Home page. However, this scenario requires an organized collection of reports, making D. A dashboard, because we need information from a collection of reports, organized by region the correct answer.

NEW QUESTION # 31

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