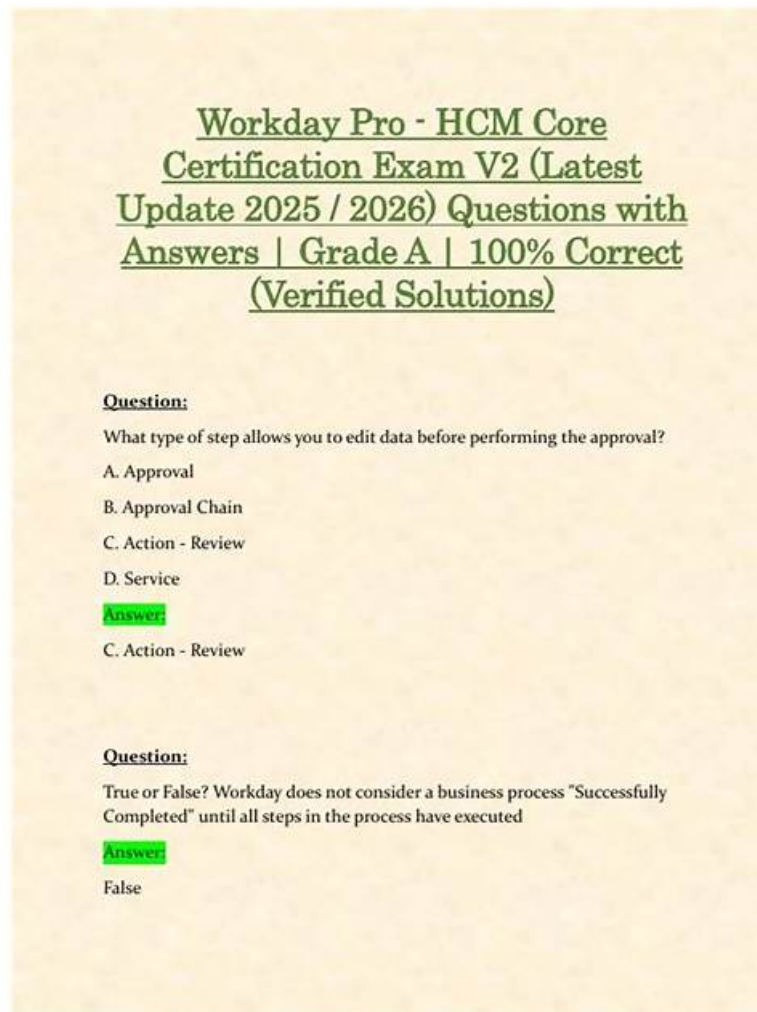


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Workday Pro HCM Core Certification Exam Sample Questions (Q49-Q54):

NEW QUESTION # 49

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

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

Answer: B

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 # 50

What is the step in a business process that allows users to edit and approve the information submitted by the initiator of the business process?

- **A. Review step**
- B. Consolidated Approval step
- C. Integration step
- D. Approval step

Answer: A

Explanation:

In Workday, the Review Step within a business process is specifically designed to enable a user to review, edit, and approve information that was submitted by the initiator. This step allows designated participants to view the transaction details, make permissible edits, and approve or send it back for correction. It serves as an intermediate checkpoint before final approval or completion, ensuring data accuracy and compliance with policy.

By contrast, the Approval Step (Option C) only permits approval or denial - it does not allow data modification. The Consolidated Approval Step (Option B) groups multiple approval steps for simplification but also lacks edit functionality. The Integration Step (Option D) is used for system integrations and automated data transfers, not for user data review.

Thus, the Review Step uniquely provides both review and edit capabilities, which makes it ideal for validating and refining information early in the process lifecycle.

Reference (Paraphrased Source):

Workday Pro HCM Core - Business Process Configuration Guide (2023R2) - Section: "Step Types and Participant Actions" and "Review Step Configuration."

NEW QUESTION # 51

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

Answer: A,B,E

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 # 52

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

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

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 # 53

You want a report's results to be organized by the name of the worker's supervisory organization for any user running the report. What report configuration accomplishes this?

- A. Filter
- B. Subfilter
- C. Share

- **D. Sort**

Answer: D

Explanation:

Comprehensive and Detailed Explanation (Paraphrased from Workday Pro HCM Core - Reporting and Analytics Guide, 2023R2): In Workday Reporting, to organize or arrange the display of report results based on specific criteria - such as the Supervisory Organization Name- you use the Sort configuration option.

Sorting determines the order in which records appear when the report is executed. In this case, by sorting on the Supervisory Organization Name field, all workers will be grouped together under their respective organization, making the output intuitive and structured for analysis.

Option B (Share) controls who has access to the report.

Option C (Filter) limits which records are included in the results.

Option D (Subfilter) refines filter logic but does not control display order.

Thus, Sort is the correct configuration feature to organize report results for any user running the report.

Reference (Paraphrased Source):

Workday Pro HCM Core - Reporting Configuration and Design Guide (2023R2), Section: "Sorting, Grouping, and Display Options in Custom Reports."

NEW QUESTION # 54

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