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Workday Pro HCM Reporting Certification Exam Sample Questions (Q30-Q35):

NEW QUESTION # 30

The Chief People Officer is running the Headcount by Year report and getting different results than an HR analyst, who is the report owner.

What is a possible cause of this?

- A. The HR analyst did not share the report with the Chief People Officer.
- B. The Chief People Officer does not have access to the data source filter.
- C. Both the Chief People Officer and HR analyst have constrained access to the data source.
- D. The HR analyst did not properly transfer ownership of the report to the Chief People Officer.

Answer: C

Explanation:

Reports in Workday respect data source security constraints. Different users may see different results in the same report if their access is limited. For example, an HR analyst may have constrained access only to certain organizations or workers, while the Chief People Officer may also have constraints.

From Workday Reporting and Security documentation:

"Report results differ between users if security constraints apply. Constrained security groups grant access only to specific target data (e.g., workers in certain supervisory orgs), while unconstrained groups can view all data." Thus, the likely cause is that both the Chief People Officer and the HR analyst have constrained access to the data source. Correct answer: C.

NEW QUESTION # 31

You are creating a custom report to calculate the monthly bonus for each worker in the sales department. The bonus is calculated as

10% of the total sales for the month. What calculated field function would return the monthly bonus for each worker?

- A. Lookup Related Value
- **B. Arithmetic Calculation**
- C. Sum Related Instances
- D. Evaluate Expression

Answer: B

Explanation:

The Arithmetic Calculation function is designed for mathematical operations such as addition, subtraction, multiplication, and division. In this scenario, the bonus equals 10% of monthly sales, so you need to multiply the sales field by 0.10.

The Workday documentation highlights: "Arithmetic Calculation - Creates a numeric field using mathematical operations performed on existing fields." This makes it the ideal choice for payroll- and incentive-related calculations.

Other options are less relevant: Evaluate Expression is for logical or Boolean conditions, Lookup Related Value is for retrieving fields from related objects (not calculations), and Sum Related Instances aggregates multiple rows of data but does not directly calculate percentages.

Thus, the arithmetic calculation provides a straightforward and efficient way to compute bonuses dynamically in the report.

NEW QUESTION # 32

An HR administrator shares a discovery board with a manager and gives the manager Can Edit permissions. The manager is able to open Drive and access the discovery board. However, upon opening the discovery board, the manager notices that there are placeholders for each visualization and the data does not display.

What permission does the manager need to view the data in the visualizations?

- **A. The data source used in each visualization**
- B. The Discovery Boards: Create domain
- C. Can View permissions on each visualization
- D. The Drive domain

Answer: A

Explanation:

Discovery boards in Workday Prism or Analytics rely on underlying data sources to populate visualizations. Even if the manager has Can Edit or Can View access to the discovery board itself, they still need access to the domains or data sources used in the visualizations. Without this, placeholders appear instead of data.

From the Workday binder: "Discovery boards enforce Workday security. Users must have access to the underlying data sources or domains to view data in visualizations, regardless of board permissions." Giving "Can View" permissions on the visualization object itself or Drive access only affects sharing, not data. Discovery Boards: Create allows building new boards, not data access.

Therefore, the manager must have A. The data source used in each visualization.

NEW QUESTION # 33

You would like to build a composite report using worker data in which report users can select a value from the output and view the worker, worker's location, and worker's manager.

Where will you need to configure the drill down values?

- A. In the composite report rows
- B. In the composite report prompt settings
- **C. In the composite report columns**
- D. In the subreports

Answer: C

Explanation:

In composite reports, drill-down functionality is controlled at the column level. By configuring drillable fields on the output columns, users can select values and view related details, such as worker name, location, and manager.

From the Workday documentation: "Drill-down values in composite reports are configured on columns. Columns can be set to include drillable fields, allowing users to select a value and view related data." Rows determine how data is grouped, prompts filter initial results, and subreports provide the raw data but do not directly control drillable field configurations.

Therefore, the correct configuration is C. In the composite report columns.

NEW QUESTION # 34

You would like to create an advanced report that contains information about employees and their dependents. Where can you go to identify the field that links the two business objects, Worker and Dependent?

- A. The business object's Related Actions > Reporting > Report Fields and Values
- B. The Related Business Object column of the Report Fields report
- C. The Columns tab of a report definition
- D. The Related Business Objects tab of the Business Object Details report

Answer: D

Explanation:

To connect multiple business objects in reporting, Workday provides the Business Object Details report. The Related Business Objects tab within this report shows how different business objects are linked (e.g., Worker to Dependent). This enables report writers to identify which fields connect the primary and secondary objects.

From the Workday Reporting documentation:

"The report data source provides the view into the primary business object. This object gives you access to class report fields as well as links to related business objects." Therefore, the correct answer is C. The Related Business Objects tab of the Business Object Details report.

NEW QUESTION # 35

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