

# Pass Guaranteed Quiz 2025 Workday-Pro-HCM-Core: Marvelous Workday Pro HCM Core Certification Exam Latest Test Practice

## Workday HCM Core PRO TEST 2023-2024 WITH CORRECT ANSWERS GUARANTEED PASS

True or False? Search lets you use partial searches and abbreviations. - ANSWER-True

What is the name and location of the icon you select when acting on or making changes to an object? - ANSWER-Related Actions, next to or below the object

What is the name of the report that displays Workday-delivered reports?  
A. Workday Standard Reports B. Workday Delivered Reports C. Workday Customer Reports D. All Custom Report - ANSWER-A. Workday Standard Reports

What is the primary organizational structure within Workday HCM? - ANSWER-Supervisory

True or False? Security and business processes apply across applications and impact all Workday solutions. - ANSWER-True

What is the foundation of all jobs and positions in Workday? A. Job Profile B. Position C. Job D. Job Family - ANSWER-A. Job Profile

True or False? You can configure business process steps to route to security groups in order to complete a transaction. - ANSWER-True

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## Workday Pro HCM Core Certification Exam Sample Questions (Q16-Q21):

### NEW QUESTION # 16

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

- A. Business Process Configuration Options
- B. Business Process Compare
- 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 # 17

A member of the HR Partner Role-Based security group transfers to a different position on another team. What subprocess in Change Job will address their security group membership?

- A. Assign Pay Group
- B. Manage Business Processes for Worker
- C. Manage Job History
- **D. Assign Roles**

**Answer: D**

Explanation:

Comprehensive and Detailed Explanation (Paraphrased from Workday Pro HCM Core - Security and Business Process Framework Guide, 2023R2):

When a worker who is part of a Role-Based Security Group (RBSG) transfers to a different position, Workday automatically reviews the roles associated with their supervisory organization through the Assign Roles subprocess.

The Assign Roles subprocess within the Change Job business process ensures that role assignments (such as HR Partner, Manager, or Payroll Partner) are updated according to the new supervisory organization's configuration. This automation helps maintain proper security access and prevents users from retaining permissions tied to their previous role or organization.

Option A (Assign Pay Group) manages payroll assignment, not security.

Option B (Manage Job History) records past job data, unrelated to role security.

Option D (Manage Business Processes for Worker) handles process configurations, not security group updates.

Thus, Assign Roles is the correct subprocess to maintain accurate security group membership during position changes.

Reference (Paraphrased Source):

Workday Pro HCM Core - Security and Business Process Configuration Guide (2023R2), Section: "Role Assignments in Staffing Events."

### NEW QUESTION # 18

Your client frequently has special projects their employees work on. These projects are temporary and are staffed with existing employees. Your client needs a way to assign a temporary manager for each project and be able to see all the team members in the

tenant. What organization type will allow them to accomplish this?

- A. Location Hierarchy
- **B. Matrix**
- C. Supervisory
- D. Pay Group

**Answer: B**

Explanation:

Comprehensive and Detailed Explanation (Paraphrased from Workday Pro HCM Core - Organization Types and Structures Guide, 2023R2):

The correct organization type for managing temporary project-based teams is a Matrix Organization.

Matrix organizations are designed to group employees from different supervisory organizations to work together on a temporary or functional basis, such as projects or task forces.

This structure allows the assignment of a temporary manager (Matrix Manager) who oversees project-related activities without changing employees' primary supervisory reporting relationships. The matrix manager gains visibility into all assigned members, enabling effective project oversight.

Options A (Location Hierarchy) manages physical work locations, not project teams.

Option B (Supervisory) defines permanent reporting structures.

Option D (Pay Group) organizes workers for payroll purposes only.

Thus, Matrix Organization provides the flexibility and visibility required for cross-functional, project-based staffing.

Reference (Paraphrased Source):

Workday Pro HCM Core - Organizations Configuration Guide (2023R2), Section: "Matrix Organizations and Project-Based Management."

#### NEW QUESTION # 19

What Job Profile field allows you to default the appropriate salary range during staffing events?

- A. Job Code
- **B. Compensation Grade**
- C. Job Classification
- D. Restrict to Country

**Answer: B**

Explanation:

The correct answer is C - Compensation Grade.

In Workday, the Compensation Grade field within the Job Profile configuration defines the default salary range or pay range for that profile. When a worker is hired, transferred, or promoted into a job that references a compensation grade, Workday automatically defaults the associated minimum, midpoint, and maximum pay ranges into the staffing or compensation event.

The Compensation Grade is typically tied to Compensation Grade Profiles, which further refine pay ranges based on factors such as location, job level, or eligibility rules. This ensures pay consistency and compliance with internal compensation structures.

Other fields such as Job Code or Job Classification are used primarily for external reporting or regulatory mapping (e.g., EEO, SOC codes) and do not control compensation defaults.

Reference: Workday Pro HCM - Compensation Configuration and Job Profiles Guide, "Using Compensation Grades to Default Pay Ranges During Staffing Events."

#### NEW QUESTION # 20

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

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

**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 # 21

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






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