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Workday Pro HCM Core Certification Exam Sample Questions (Q15-Q20):

NEW QUESTION # 15

You need to trigger compensation eligibility for a newly hired worker. What step type should you use?

- A. Complete Questionnaire
- B. Service
- C. To Do
- **D. Action**

Answer: D

Explanation:

In Workday, when you need to trigger system events or sub-actions, such as initiating compensation eligibility rules for a newly hired worker, you use the Action Step type. The Action step executes a system-defined function or event automatically, without requiring manual user intervention.

In this case, adding an Action Step to the Hire Business Process (BP) can initiate the "Request Compensation Change" or run the "Determine Eligibility" process to assess compensation plans and eligibility rules for the new employee. This ensures that the worker's pay components are properly configured based on eligibility criteria immediately upon hire completion.

Option A (Complete Questionnaire) is used to collect additional data; Option B (Service) is for integration or automated system services; and Option C (To Do) is used for manual informational or procedural tasks. Only Action Steps directly invoke system logic or secondary processes.

Reference (Paraphrased Source):

Workday Pro HCM Core - Business Process Configuration Guide (2023R2), Section: "Action Step Configuration and Functional Usage."

NEW QUESTION # 16

You need to prevent Contingent Workers from accessing the Pay App (Delivered Worklet) on their Home landing page. How do you accomplish this?

- **A. Remove the security group from the domain security policy.**
- B. Add the security group to the domain security policy.
- C. Remove the security group from the business process security policy.
- D. Add the security group to the business process security policy.

Answer: A

Explanation:

To prevent Contingent Workers from accessing the Pay app (worklet), the correct action is to remove their associated security group from the domain security policy that governs access to the pay-related data.

Workday uses domain security policies to control access to data and reports, including worklets on the home page. The Pay worklet is driven by access to certain domains such as "View Payslip," "View Pay Results," and "Worker Pay." If Contingent Workers are part of a security group (e.g., Contingent Worker View Only) that is granted access to these domains, they will see the Pay worklet. By removing this group from the domain policy, you revoke their access to the data and thus remove the visibility of the worklet itself. Workday Pro HCM - Core Security Fundamentals, "Domain Security Policies and Worklet Access" section.

NEW QUESTION # 17

An end user is creating a new cost center. What determines the values that the user can select in the subtype field?

- **A. Subtypes configured to be used for the Cost Center organization type.**
- B. Subtypes that default based on the location of the cost center.
- C. Subtypes that default based on the role of the end user.
- D. Subtypes that Workday recommends be used for the Cost Center organization type.

Answer: A

Explanation:

Comprehensive and Detailed Explanation (Paraphrased from Workday Pro HCM Core - Organizations Configuration and Setup Guide, 2023R2):

The values available in the Subtype field when creating a new Cost Center are determined by the subtypes configured for that specific organization type. Each organization type (e.g., Company, Cost Center, Region, or Supervisory) can have one or more associated subtypes that define additional categorization or behavior.

During configuration, administrators define which subtypes are valid for each organization type. Hence, when an end user creates a Cost Center, only the subtypes associated with the "Cost Center" organization type will appear in the selection list.

Options A, C, and D are incorrect because subtypes are not influenced by location, user role, or system recommendations- they are strictly defined in the configuration setup.

Reference (Paraphrased Source):

Workday Pro HCM Core - Organizations Configuration Guide (2023R2), Section: "Defining Organization Types and Subtypes."

NEW QUESTION # 18

What is the purpose of the reorganization event?

- A. Track role inheritance.
- **B. Group organization changes by common effective date.**
- C. Report on organization membership.
- D. Maintain organization settings.

Answer: B

Explanation:

Comprehensive and Detailed Explanation (Paraphrased from Workday Pro HCM Core - Organizations and Reorganization Events Guide, 2023R2):

The Reorganization Event in Workday is used to group and manage multiple organization changes that share a common effective date. This functionality ensures that all changes-such as reorganizing reporting structures, moving subordinates, or reassigning workers-are executed simultaneously as part of a controlled event.

It helps maintain organizational data integrity and ensures that all related updates occur in a coordinated and auditable way.

Options A, B, and C describe other organization functions:

* A: Reporting on membership is done through standard reports.

* B: Role inheritance occurs automatically via supervisory structure, not through reorganization events.

* C: Maintaining settings is done through "Edit Organization" tasks.

Therefore, D correctly captures the purpose of a reorganization event.

Reference (Paraphrased Source):

Workday Pro HCM Core - Organizations Configuration Guide (2023R2), Section: "Reorganization Events and Effective Dating."

NEW QUESTION # 19

You want to prevent an HR Partner from accessing the Find Workers report. What must you update?

- A. Business Process Security Policy
- **B. Domain Security Policy**
- C. Maintain Functional Areas
- D. Maintain Assignable Roles

Answer: B

Explanation:

The correct answer is C - Domain Security Policy.

In Workday, reports and data access are controlled by domain security policies, whereas business process security policies control who can initiate or act on transactions. The Find Workers report accesses worker data fields that are part of the Worker Data: Public, Personal, and Employment domains.

To restrict the HR Partner security group from accessing the Find Workers report, you must update the domain security policy that governs the worker data used by that report. By removing the HR Partner group from the View permissions of the relevant domains, you effectively prevent them from retrieving worker information through that report.

Reference: Workday Pro HCM - Security Fundamentals, "Domain Security Policies and Data Access Controls" section.

NEW QUESTION # 20

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