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You want to set up benefit partners to only see and support workers in a specific location in hierarchies. What security group type allows you to identify the benefits partners as members and allow you to constrain their access defined location hierarchies? CORRECT ANSWERS Role-based constrained

How are user based security groups assigned to a worker? CORRECT ANSWERS They are assigned based on role assignment

Which security group types use other security groups to determine membership? CORRECT ANSWERS Role- based unconstrained and organization membership

What report identifies the security policy securing a given item such as a given task or delivered report? CORRECT ANSWERS View security for securable item

In order to access domain items, what must a user be? CORRECT ANSWERS A member of at least one security groups permitted in the domain security policy.

How do workers become members of a role-based security group? CORRECT ANSWERS Through role assignment

What happens when you activate pending security policy changes CORRECT ANSWERS You are activating all pending security policies in the tenant

What settings for the access rights to organizations allows members to only access targets in the role assigned organization, and any subordinate organizations CORRECT ANSWERS Applies to current organization and unassigned subordinates

What security configuration requires you to run the activate pending security policy changes task for it to take affect CORRECT ANSWERS Editing a business process security policy to remove a security group from an approve action

Which of the following are characteristics of the membership in a user base security group? CORRECT ANSWERS It is manually assigned and it follows the user

Which report can you use to view the security access of a user? CORRECT ANSWERS View security groups for user, Security analysis for worker account.

A user is a member of both a constrained and unconstrained security group and both security groups have a domain security policy. What is the users resulting access for

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Workday Pro HCM Reporting Certification Exam Sample Questions (Q42-Q47):

NEW QUESTION # 42

A user runs a custom report that shows employee performance data using the Rating - Current report field. The user wants to view the ratings of other teams to compare their team's performance. Upon running the report, the user is only able to view the instances for their direct reports.

What additional security configuration would the user need to view all instances of the performance data?

- A. Unconstrained access to the data source used in the report
- B. Constrained access to the report field used in the report
- C. Access to the data source filter used in the report
- D. Access to the security domain used in the report

Answer: A

Explanation:

Workday's configurable security model determines how much data a user can see in reports. If a user can only see their direct reports, they currently have constrained access. To view performance data for all workers, the user requires unconstrained access to the data source tied to the report field.

From Workday security documentation:

"Constrained security groups grant members access only to a subset of data... Unconstrained security groups grant users access to all target instances of a securable item." Therefore, the user needs D. Unconstrained access to the data source used in the report.

NEW QUESTION # 43

A Hire event has an Effective Date of 09/02/2023.

What would be the Record Date of the Hire event on the Trended Workers object?

- A. 10/31/2023
- B. 9/1/2023
- C. 9/2/2023
- D. 9/30/2023

Answer: D

Explanation:

In Workday trending reports, the Record Date for a transaction is not always the same as the event's Effective Date. Instead, trending data is captured based on the periodicity of the trended workers configuration, most commonly set to the end of each month. For Hire events, the Effective Date is when the change takes effect in the system, but the trended data is stored using the month-end Record Date.

From the Workday binder: "Trended Workers captures snapshots of worker data at periodic intervals (e.g., monthly, quarterly). A transaction such as a hire or termination is recorded in trending as of the last day of the period in which the effective date occurs." In this scenario, the Hire Effective Date of 09/02/2023 falls in September. The Record Date is therefore the last day of September, 09/30/2023, not the effective date itself.

Thus, the correct answer is C. 9/30/2023.

NEW QUESTION # 44

Refer to the following scenario to answer the question below.

You have prepared the following matrix report for a recruiting manager.

Hiring Source	San Francisco		New York		Boston		Other		Total	
	Average Base Pay	Count	Average Base Pay	Count	Average Base Pay	Count	Average Base Pay	Count	Average Base Pay	Count
Employee referral	\$158K	27	\$174K	2	\$90K	7	\$117K	10	\$112K	61
Headhunter	\$167K	7	\$120K	2	0K	0	\$143K	7	\$124K	16
LinkedIn	\$113K	11	\$116K	6	\$225K	3	\$104K	16	\$119K	36
Other	\$117K	27	\$89K	13	\$82K	6	\$72K	54	\$87K	100
Total	\$130K	74	\$122K	30	\$117K	16	\$91K	95	\$111K	215

The recruiting manager wants the rows to sort by Total Count, rather than Total Average Base Pay. How can you adjust the report definition to address this requirement?

- A. Adjust the Maximum Number of Rows value.
- B. Add a new row to the grid on the Filter tab.
- C. Reorder the rows in the Define the Field(s) to Summarize grid.
- **D. Add a new row to the grid on the Sort tab.**

Answer: D

Explanation:

In Workday reporting, row ordering is controlled on the Sort tab of the report definition. If you want the rows in a matrix report to sort by a specific field (such as Total Count), you must add that field to the Sort tab. Filters limit records, and summarizations define metrics, but sorting rules are explicitly defined in the Sort configuration.

From the Workday Reporting documentation:

"Sort - Control the order to present and group data. You can specify options for subtotals, grand totals, and outlines. Add a row on the Sort tab to define sorting by a particular field." Therefore, to sort rows by Total Count instead of Total Average Base Pay, the correct step is C. Add a new row to the grid on the Sort tab.

NEW QUESTION # 45

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

Answer: D

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 # 46

You are building a report that shows employee performance ratings and their associated performance review details. The report uses the Performance Review primary business object. Using a calculated field, what formula should you use to retrieve the employee's job title from the related Worker business object?

- A. Aggregate Related Instances
- **B. Lookup Related Value**
- C. Evaluate Expression Band
- D. Lookup Range Band

Answer: B

Explanation:

The correct choice is Lookup Related Value, because this function allows you to retrieve a field from a related business object that is not directly stored on your primary object. In this scenario, the primary business object is Performance Review, which holds performance-related data but not job-related data such as Job Title. Since Job Title resides on the Worker business object, you need to link from Performance Review to Worker and then retrieve Job Title.

The Workday reporting guide explains: "Lookup Related Value - Returns a field from a related business object. Use this to bring data from associated objects into a report when the field is not directly available on the primary object." This ensures the Performance Review data can be combined with Job Title for meaningful insights.

By contrast, Aggregate Related Instances is used to roll up multiple related values, Range Band applies thresholds, and Evaluate Expression Band is used for conditional ranges, not cross-object retrieval.

NEW QUESTION # 47

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