



# Download Workday-Pro-HCM-Core Exam Dumps Free

Shared by Harrington on 17-06-2026

**For More Free Questions and Preparation Resources**

Check the Links on Last Page



# Question 1

---

Question Type: MultipleChoice

---

Scenario:

A new supervisory organization has been created. The staffing model has been assigned so that there is no limit on the number of jobs that are filled.

The organization is now ready for staffing. You want to limit the Worker Type and Locations that are available.

What business process accomplishes this?



Options:

---

- A- Edit Position Restrictions
- B- Edit Job
- C- Edit Position
- D- Edit Hiring Restrictions

Answer:

---

D

Explanation:

---

The correct answer is D -- Edit Hiring Restrictions.

In this scenario, the supervisory organization uses the Job Management staffing model ("no limit on the number of jobs"). Because there are no discrete positions, you control staffing limits through Hiring Restrictions rather than position-level restrictions.

The Edit Hiring Restrictions task allows administrators to specify criteria such as:

Worker Type (Employee, Contingent Worker)

Location

Job Family / Job Profile

Time Type (Full-time, Part-time)

This ensures that hiring aligns with organizational policy even when positions are not individually managed. For organizations using Position Management, the corresponding task would be Edit Position Restrictions instead.

## Question 2

---

Question Type: MultipleChoice

---

What statement about business processes is true?

### Options:

---

- A- You can add any action step to any business process.
- B- You can add any type of condition rules to any step.
- C- You can set any step of a business process as completion.
- D- You can create business process definitions based on rules.

### Answer:

---

D

### Explanation:

---

In Workday, a Business Process (BP) defines how specific business events are executed within the system. The true statement among the options is that you can create business process definitions based on rules. Workday allows you to maintain rule-based BP definitions, meaning that a single BP can have multiple versions triggered under different conditions (for example, based on supervisory organization, company, location, or job profile).

This functionality enhances configuration flexibility by allowing organizations to adapt process flow depending on contextual attributes --- without duplicating processes. Each version operates under a defined condition rule, evaluated at runtime to determine which BP definition applies.

Options A, B, and C are incorrect:

A is false because not every action step can be added to every process --- the available step types depend on the BP template (for example, Hire, Change Job, or Request Compensation Change).

B is false since condition rules can only be applied to specific steps where the system allows configuration (for instance, approvals and to-dos).

C is false because only a designated Completion Step marks the end of the process, and it cannot be assigned arbitrarily to any step.

Reference (Paraphrased Source):

Workday Pro HCM Core -- Business Process Framework and Configuration Guide (2023R2,

Workday Learning).

Sections: "Rule-Based Business Process Definitions," "Business Process Configuration Best Practices," and "Condition Rule Framework."

## Question 3

---

Question Type: MultipleChoice

---

Why would you recommend a client to use job families or job family groups?

Options:

- A- Job families and job family groups are optional, but they can help organize and group job profiles.
- B- Job families and job family groups have a hierarchical structure with job families being the highest level.
- C- Job families can belong to one or more job family groups.
- D- Job families and job family groups can be assigned to compensation grade profiles.

Answer:

---

A

Explanation:

---

The correct answer is A -- Job families and job family groups are optional, but they can help organize and group job profiles.

Job Families and Job Family Groups are optional configuration elements in Workday, but they serve a key purpose in maintaining a structured, organized job framework. They enable the grouping of similar jobs for streamlined management in areas such as compensation, recruiting, reporting, and career development.

For instance, all technical roles (like Software Engineer, Systems Analyst, and Data Architect) might belong to the Information Technology Job Family, which in turn is part of the Technology Job Family Group.

While optional, using these structures provides consistency across departments, simplifies security and reporting filters, and supports analytics related to workforce planning and talent management.

## Question 4

---

Question Type: MultipleChoice

---

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.)

Options:

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

Answer:

A, B, D

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

## Question 5

---

Question Type: MultipleChoice

---

Your client wants to select a staffing model that will allow them to track the time to fill a position.

What staffing model should they use?

### Options:

---

- A- A hybrid staffing model
- B- Job Management
- C- Position Management
- D- Customer-defined staffing model

### Answer:

---

C

### Explanation:

---

The correct answer is C -- Position Management.

In Workday, Position Management is the staffing model used when an organization needs to track headcount, vacancies, and time-to-fill for each position individually. Each position represents a distinct job slot that must be filled by a worker, providing clear visibility into when a position is open, filled, or closed.

This model is ideal for organizations that require detailed tracking of resource allocation, workforce planning, and recruiting metrics such as "time to fill". Because each position must exist before a hire can occur, Workday automatically records the date the position is opened and the date it is filled, allowing accurate reporting on recruitment cycle times.

In contrast, Job Management groups workers under jobs rather than individual positions and does not provide vacancy-level tracking, making it unsuitable for time-to-fill analysis.

## Question 6

---

Question Type: MultipleChoice

---

Your client wants to group job profiles by departments (such as Human Resources, Accounting, Supply Chain). What field should the client use when creating a job profile?

Options:

- A- Job Family/Job Family Group
- B- Job Classification
- C- Job Category
- D- Job Profile Name



Answer:

---

A

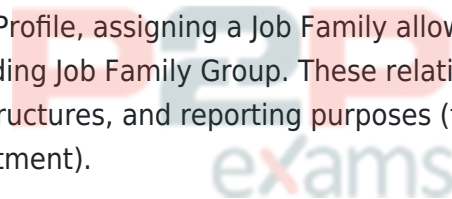
Explanation:

---

The correct answer is A -- Job Family/Job Family Group.

In Workday, Job Families and Job Family Groups are used to organize Job Profiles into logical categories for reporting, analysis, and security. This structure helps organizations group related roles, such as "HR Generalist" and "HR Business Partner" under the Human Resources Job Family, and all HR-related families under the Corporate Services Job Family Group.

When creating or editing a Job Profile, assigning a Job Family allows Workday to automatically associate it with the corresponding Job Family Group. These relationships are vital for talent management, compensation structures, and reporting purposes (for example, grouping compensation grades by department).



## Question 7

---

Question Type: MultipleChoice

---

In what step type can you add a validation condition rule?

### Options:

---

- A- Integration step
- B- Approval step
- C- Service step
- D- Initiation step

### Answer:

---

B

### Explanation:

---

As per the Workday Module 2 Binder:

"Validation condition rules are used in approval steps to determine whether the step should occur or be skipped based on specific conditions."

-- Workday Module 2 Binder, Business Processes Section

Situation: In a business process in Workday, organizations want certain steps (like approvals) to occur only if specific conditions are met---for example, skipping approval if the amount is under a certain threshold.

Task: Implement logic that dynamically controls the flow of a business process based on conditions.

Action: You apply a validation condition rule within an approval step. This rule evaluates defined criteria and determines if the step should be executed or bypassed.

Result: This enhances automation, improves efficiency, and reduces manual intervention in workflow execution.

Hence, approval steps are the specific step type in which validation condition rules can be added.

## Question 8

---

Question Type: MultipleChoice

---

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?

### Options:

---

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

### Answer:

---

C

### 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."

---

## Question 9

Question Type: MultipleChoice

---

You want all managers to approve both hire details and proposed compensation. The

consolidated approval chain step displays after Propose Compensation and the completion step, Review Employee Hire. What statement describes the action that happens next?

### Options:

---

- A- You receive a warning because the consolidated approval chain step should be the completion step.
- B- You receive a critical error because the step order should be Review Employee Hire, Propose Compensation (completion step), and then consolidated approval chain.
- C- You receive a critical error because the consolidated approval chain step should be the completion step.
- D- You execute the business process successfully to meet the business need.

### Answer:

---

C

### Explanation:

---

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

A Consolidated Approval Chain Step allows multiple approval actions within a business process to be combined into a single, streamlined approval task. However, this step must be the final step before the completion step in a business process.

If the Consolidated Approval Chain appears after the completion step, Workday will trigger a critical error because the step order violates the BP framework rules. The system expects the consolidated approval to act as the last step to ensure that all approvals are received before the event finalizes.

Therefore, Option C is correct --- a critical error occurs because the Consolidated Approval Chain Step must immediately precede the completion step, not follow it.

Reference (Paraphrased Source):

Workday Pro HCM Core -- Business Process Configuration Guide (2023R2), Section: "Consolidated Approval Chains and Step Sequence Rules."

---

## Question 10

Question Type: MultipleChoice

---

How can a user become a member of an organization-based security group? (Select two correct answers.)

Options:

---

- A- The user is located in London, Paris, and Rome.
- B- The user is a member of the Europe Location Hierarchy.
- C- The user is a member of the Information Technology cost center hierarchy.
- D- The user is a member of the Human Resources job family.

Answer:

---

B, C

Explanation:

---

The correct answers are B and C.

Organization-based security groups derive membership automatically from an organizational structure in Workday---such as supervisory, cost center, region, or location hierarchies. Users are included in the group based on their association with that organization or hierarchy.

B . If a user is part of the Europe Location Hierarchy, they automatically gain access assigned to that organization-based security group.

C . Similarly, users belonging to the Information Technology cost center hierarchy are included in the corresponding cost center-based security group.

Options A and D are incorrect because location membership alone (without organizational hierarchy) or job family assignment does not control membership in an organization-based group.

## Question 11

---

Question Type: MultipleChoice

---

Which statements about user-based security groups are true? (Select three correct answers.)

Options:

---

- A- User-based security groups are always unconstrained.

- B- User-based security groups can either be constrained or unconstrained.
- C- Assigning a user to a user-based security group kicks off a business process.
- D- User-based security groups are typically used for administrators or specific individuals who need system-wide access.
- E- When a user is assigned as a member of a user-based security group, the user gets access to all security policies the group is assigned to.

Answer:

---

B, D, E

Explanation:

---

The correct answers are B, D, and E.

User-based security groups are groups in which membership is manually assigned to individual users. They are highly flexible and used primarily for administrative or elevated-access purposes.

(B) These groups can be either constrained or unconstrained. Constrained groups limit data access (for example, access only to workers in a particular supervisory org), while unconstrained groups provide broad system-wide visibility.

(D) These groups are commonly used for system administrators, payroll admins, or HR system owners, who require full access across tenants.

(E) Once a user is assigned to a user-based group, they automatically inherit access to all domains and business processes that the security group has permissions for.

Option A is incorrect because user-based groups are not always unconstrained; and C is incorrect because assigning users does not initiate a business process---it's a configuration action managed through the Maintain Security Group Members task.

## Question 12

---

Question Type: MultipleChoice

---

You created a Role-Based (Constrained) security group and a User-Based security group. Both security groups have access to approve compensation changes.

What access will members of each group have?

Options:

---

- A- Role-Based (Constrained) can approve compensation of workers they are assigned to support. User-Based can approve compensation of all workers.
- B- Both security groups can approve compensation of all workers.
- C- Role-Based (Constrained) can approve the compensation of all workers. User-Based can approve the compensation of workers they are assigned to support.
- D- Both security groups can approve compensation of all workers they are assigned to support.

Answer:

---

A

Explanation:

---

The correct answer is A -- Role-Based (Constrained) can approve compensation of workers they are assigned to support. User-Based can approve compensation of all workers.

In Workday, Role-Based (Constrained) security groups restrict access based on an assigned organization or supervisory hierarchy. Members of a constrained role (such as Compensation Partner) can perform actions---like approving compensation changes---only for workers within their assigned supervisory organizations.

Conversely, User-Based security groups are not tied to an organization unless specifically constrained, and typically have unconstrained, tenant-wide access. When both security groups have access to the same domain or business process (e.g., "Approve Compensation Change"), the User-Based group can approve changes for all workers, while the Role-Based (Constrained) group's access is limited by their assigned scope.



To Get Premium Files for Workday-Pro-HCM-Core Visit

<https://www.p2pexams.com/products/workday-pro-hcm-core>



For More Free Questions Visit

<https://www.p2pexams.com/workday/pdf/workday-pro-hcm-core>

