

# Workday HCM Interview Questions

Workday was established on an innovative idea to allocate people at the center of enterprise software. Workday HCM was introduced to unite a wide range of HR functionality into a single system. Human Capital Management (HCM) advance towards employees as assets, whose current and future value can be measured and enhanced through investment.

## 1. What is Workday?

- Workday is a new generation of cloud-based applications that service human resources, payroll, and financial needs for organizations.
- Workday is the leader in cloud-based, enterprise applications that combine a lower cost of ownership with an innovative approach for global businesses.
- Workday provides unified Financial Management and Human Capital Management (HCM) applications designed for today's organizations and the way people work.
- Workday is delivered in the cloud and leverages a modern technology platform, which will provide greater information accessibility.

## 2. What are the different modules present in Workday?

The different modules present in Workday are:

- Workday HCM
- Workday Financial

## 3. What are the advantages of Workday?

- Workday enables 24/7 access to the information over a secure network.
- Workday's SaaS/cloud delivery model allows services to reach customers with a minimal number of servers, reducing energy needs.
- Workday functionality offers employee and manager self-service, enabling staff to update or access their information privately from any computer or mobile device with internet access
- Workday is designed to support the unique needs of higher education.

## 4. Will Workday work on any computer with any internet browser?

Workday is supported by most internet browsers, including Internet Explorer, Google Chrome, Mozilla Firefox and Safari. For those who need to use older versions of IE (e.g., Darcy or IRES users), you will need to use Chrome, FireFox or Safari to log into Workday.

## 5. What does "ERP" mean and how does it relate to Workday?

"ERP" is an acronym for "Enterprise Resource Planning" and is a generic industry term for integrated suites of business systems (such as payroll, HR, and finance systems). Workday became ERP for human resources, academic, and payroll business processes as of July 2015.

## 6. What types of reports will Workday provide?

HCM, payroll, and financials in Workday will have standard and custom reports according to its primary business focus. Some reports combine information from both the HCM/Payroll and the Financials modules. Reports can have features such as custom prompts, calculated fields, and interactivity, as well as graphics and charts. Data in certain types of reports can also be made available to other applications.

## 7. What sources of information will be used in Workday for reporting in the future?

In addition to becoming the official source of business information for HCM, payroll, and financials, Workday will also become the main source for your reporting needs whenever possible. Reporting from the Institutional Data Store (IDS) using Cognos or other tools will supplement Workday reporting capabilities and will be used whenever data that do not exist in Workday are needed.

## 8. If I am used to getting my reports through Cognos, where will I get them when Workday goes live?

# Workday Hcm Interview Questions Workday Online Training

**Guillaume Favre**



**Workday Hcm Interview Questions Workday Online Training:**

The Top Books of the Year Workday Hcm Interview Questions Workday Online Training The year 2023 has witnessed a noteworthy surge in literary brilliance, with numerous engrossing novels enthraling the hearts of readers worldwide. Lets delve into the realm of top-selling books, exploring the fascinating narratives that have charmed audiences this year. The Must-Read : Colleen Hoover's "It Ends with Us" This touching tale of love, loss, and resilience has gripped readers with its raw and emotional exploration of domestic abuse. Hoover skillfully weaves a story of hope and healing, reminding us that even in the darkest of times, the human spirit can succeed. Workday Hcm Interview Questions Workday Online Training : Taylor Jenkins Reids "The Seven Husbands of Evelyn Hugo" This intriguing historical fiction novel unravels the life of Evelyn Hugo, a Hollywood icon who defies expectations and societal norms to pursue her dreams. Reids absorbing storytelling and compelling characters transport readers to a bygone era, immersing them in a world of glamour, ambition, and self-discovery. Workday Hcm Interview Questions Workday Online Training : Delia Owens "Where the Crawdads Sing" This mesmerizing coming-of-age story follows Kya Clark, a young woman who grows up alone in the marshes of North Carolina. Owens spins a tale of resilience, survival, and the transformative power of nature, captivating readers with its evocative prose and mesmerizing setting. These top-selling novels represent just a fraction of the literary treasures that have emerged in 2023. Whether you seek tales of romance, adventure, or personal growth, the world of literature offers an abundance of engaging stories waiting to be discovered. The novel begins with Richard Papen, a bright but troubled young man, arriving at Hampden College. Richard is immediately drawn to the group of students who call themselves the Classics Club. The club is led by Henry Winter, a brilliant and charismatic young man. Henry is obsessed with Greek mythology and philosophy, and he quickly draws Richard into his world. The other members of the Classics Club are equally as fascinating. Bunny Corcoran is a wealthy and spoiled young man who is always looking for a good time. Charles Tavis is a quiet and reserved young man who is deeply in love with Henry. Camilla Macaulay is a beautiful and intelligent young woman who is drawn to the power and danger of the Classics Club. The students are all deeply in love with Morrow, and they are willing to do anything to please him. Morrow is a complex and mysterious figure, and he seems to be manipulating the students for his own purposes. As the students become more involved with Morrow, they begin to commit increasingly dangerous acts. The Secret History is a exceptional and suspenseful novel that will keep you guessing until the very end. The novel is a warning tale about the dangers of obsession and the power of evil.

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