

# 検証する Workday Workday-Pro-Talent-and-Performance PDF & 公認された Fast2test - 資格試験のリーダープロバイダー



さらに、Fast2test Workday-Pro-Talent-and-Performanceダンプの一部が現在無料で提供されています：[https://drive.google.com/open?id=1K1-TFyFrt6n99M7GuUr-16AL-4b0O\\_E6](https://drive.google.com/open?id=1K1-TFyFrt6n99M7GuUr-16AL-4b0O_E6)

Workday試験問題は専門家によって編集され、認定された担当者によって承認され、さまざまな機能を強化するため、Workday-Pro-Talent-and-Performanceテストトレントを便利かつ効率的に学習できます。購入前に無料ダウンロードと試用を提供しています。Workday-Pro-Talent-and-Performance試験の問題では、学生がシミュレーション問題を提供するプラットフォームで20~30時間練習する必要があります。Workday Pro Talent and Performance ExamのWorkday-Pro-Talent-and-Performance試験に合格する自信を持たせることができます。Workday-Pro-Talent-and-Performance試験に合格して目標を達成するための最良のツールでなければなりません。

## Workday Workday-Pro-Talent-and-Performance 認定試験の出題範囲:

トピック	出題範囲
トピック 1	<ul style="list-style-type: none"> <li>運用レポート: このドメインは、HRISアナリストの能力を測定し、運用レポートの活用を通して進行中の人事および事業活動に関するリアルタイムの洞察を提供する方法を網羅します。Workdayにおけるデータに基づく意思決定を支援するレポートの作成と管理に重点を置いています。</li> </ul>

トピック 2	<ul style="list-style-type: none"> <li>パフォーマンス・イネーブルメント: このセクションでは、HRビジネスパートナーのスキルを評価し、従業員のパフォーマンスを組織目標と整合させることに重点を置きます。パフォーマンスレビューの管理、目標設定、そしてWorkday内での継続的なフィードバックの実現を通じて、従業員の生産性向上を図ります。</li> </ul>
トピック 3	<ul style="list-style-type: none"> <li>設定可能なセキュリティ: このドメインでは、Workday セキュリティ管理者の専門知識を評価し、設定可能なセキュリティ設定によって機密性の高い人事データおよびプロセスへのアクセスをどのように管理するかを網羅します。組織の完全性を守るために、Workday 環境内で安全なロールベースの権限を維持することに重点を置いています。</li> </ul>
トピック 4	<ul style="list-style-type: none"> <li>タレントマネジメント (TM): このセクションでは、人事マネージャーの能力を評価し、組織の人材ニーズを予測し、計画する方法を網羅します。Workdayのタレントマネジメントツールを活用し、優秀な人材の採用、育成、維持を行い、長期的なビジネスの成功を支援することに重点が置かれます。</li> </ul>
トピック 5	<ul style="list-style-type: none"> <li>ビジネスプロセス管理 (BPM): Workday Pro HCM試験のこのセクションでは、HRISアナリストのスキルを測定し、ビジネスプロセス管理 (BPM) によって組織がワークフローをモデル化、分析、最適化する方法を理解することに重点を置いています。人事および組織プロセスを改善・自動化し、効率性とビジネス目標との整合性を確保する能力を評価します。</li> </ul>

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## Workday-Pro-Talent-and-Performance専門知識、Workday-Pro-Talent-and-Performance模擬体験

今多くのIT技術会社は職員がWorkdayのWorkday-Pro-Talent-and-Performance資格認定を持つのを要求します。WorkdayのWorkday-Pro-Talent-and-Performance試験に合格するのは必要なことになります。速く試験に合格して資格認定を取得したいなら、我々Fast2testのWorkday-Pro-Talent-and-Performance問題集を使ってみてください。弊社はあなたに相応しくて品質高いWorkday-Pro-Talent-and-Performance問題集を提供します。また、あなたの持っている問題集は一年間の無料更新を得られています。あなたは十分の時間でWorkday-Pro-Talent-and-Performance試験を準備することができます。

## Workday Pro Talent and Performance Exam 認定 Workday-Pro-Talent-and-Performance 試験問題 (Q48-Q53):

### 質問 # 48

During testing, you launched a Performance Review event with calibrations and all events are still in- progress. You notice that the goals are not populating as planned.

What is the first task you should run before you correct your configuration?

- A. The Mass Cancel Business Process task for Start Performance Review and Launch Calibration, including the subprocesses
- **B. The Mass Rescind Business Process task for Start Performance Review only, including the subprocesses**
- C. The Mass Cancel Business Process task for Start Performance Review only, without the subprocesses
- D. The Mass Rescind Business Process task for Start Performance Review and Launch Calibration, without the subprocesses

正解: B

解説:

This scenario deals with testing a Performance Review event that includes calibrations. Since the goals are not populating as expected, you need to reset the process correctly before fixing the configuration.

Here's why the correct choice is Mass Rescind - Start Performance Review (including subprocesses):

\* Rescind vs Cancel

\* Rescind: Completely removes the business process instance and all of its subprocesses from the system as if it never occurred. This is the proper action during testing, because it clears the data and lets you start fresh with corrected configuration.

\* Cancel: Stops the process, but leaves historical records behind. This is not ideal for configuration testing, because it doesn't fully

reset the process state.

\* Why Start Performance Review only (not Calibration)

\* Calibration events are tied to performance reviews. If you rescind the performance review, the associated calibration processes are also cleared.

\* If you attempt to rescind or cancel both Performance Review and Calibration separately, it can cause unnecessary complications.

\* Why including subprocesses

\* Performance Review has multiple subprocesses (e.g., goal population, manager review, employee self-evaluation, calibration triggers).

\* To fully clear the faulty test run, you must include all subprocesses; otherwise, remnants of the process remain in-progress and may block future testing.

\* Incorrect Options Explained

\* A. Mass Rescind (Performance Review + Calibration, no subprocesses) # Wrong, because calibration rescinds automatically when you rescind the review, and leaving out subprocesses creates incomplete cleanup.

\* C. Mass Cancel (Performance Review + Calibration, with subprocesses) # Wrong, because Cancel does not fully reset configuration testing.

\* D. Mass Cancel (Performance Review only, no subprocesses) # Wrong, same reason: Cancel is insufficient, and leaving subprocesses active breaks cleanup.

References

\* Workday Pro Talent & Performance Study Guide - Calibration & Performance Reviews: "When testing configuration errors, rescind the performance review with all subprocesses. Do not cancel, as this preserves process history and does not allow a clean retest."

\* ERP Cloud Training - Workday Performance Review & Calibration: "Rescind clears all subprocesses linked to the review, including calibration. Cancel only halts the process without fully removing it."

\* Workday Community Documentation - Mass Business Process Actions: Confirms that Rescind fully clears test data, while Cancel leaves records intact.

#### 質問 # 49

Refer to the following scenario to answer the question below.

Your organization is initiating employee reviews. There are several objectives for these reviews, including:

\* Setting goals and reviewing them quarterly.

\* Checking in with the new hire at 90 days.

\* Annually reviewing performance.

\* Performing multi-rater reviews.

For the annual multi-rater reviews, what template sections do you need to configure?

- A. Questions
- B. Goals
- C. Competencies
- **D. Feedback**

正解: D

解説:

\* For multi-rater reviews, the essential template section is Feedback.

\* This allows multiple reviewers to provide input on the employee, ensuring a comprehensive evaluation.

\* Other sections (Competencies, Questions, Goals) may be included but are not required specifically for multi-rater functionality.

\* Without a Feedback section, multi-rater reviews cannot function correctly.

References:

Workday Pro Talent & Performance documentation: "Multi-rater reviews rely on Feedback sections to collect input from additional reviewers." Workday template design best practices for multi-rater reviews.

#### 質問 # 50

An enterprise uses only the job management staffing model.

What option groups workers for succession purposes?

- **A. Succession Pools**
- B. Succession Plans
- C. Development Plan

- D. Candidate Pools

正解: A

解説:

- \* Even when using a job management staffing model, organizations use Succession Pools to group workers for succession planning.
- \* Pools identify workers with potential to step into key roles in the future.
- \* Incorrect options:
- \* A. Development Plan # defines individual growth steps, not succession grouping.
- \* B. Candidate Pools # used in recruiting, not succession.
- \* C. Succession Plans # tied to specific positions or job profiles, not used for general grouping in job management models.

References:

Workday Succession Planning guide: "Succession Pools are used to group workers in job management staffing models."

#### 質問 # 51

Before the performance review event began, workers set their goals. You want to automatically include their goals in the performance review content.

What configuration option do you select on the employee review template?

- A. Items Rated
- B. Allow User to Add Existing Goals Manually
- C. Show Additional Rating to Employee
- **D. Load Relevant Goals**

正解: D

解説:

- \* To automatically include goals that workers set before the review began, enable Load Relevant Goals on the employee review template.
- \* This ensures the goals tied to the review period are pulled into the content automatically.
- \* Incorrect options:
- \* Allow User to Add Existing Goals Manually # lets employees add goals one by one, not automatic.
- \* Show Additional Rating to Employee # provides extra rating display, unrelated to loading goals.
- \* Items Rated # defines what is rated in the review but doesn't auto-load goals.

References:

Workday employee review template configuration.

Workday Pro Talent & Performance exam content: "Load Relevant Goals automatically includes active goals tied to the review period."

#### 質問 # 52

A manager wants to cascade a goal to several workers.

What option is available in the Add Goal to Employees task?

- A. Job Family
- **B. Organizations**
- C. Job Profile
- D. Succession Pool

正解: B

解説:

- \* In the Add Goal to Employees task, managers can cascade or assign goals to groups of workers.
- \* The available grouping option is by Organizations (e.g., supervisory organizations, cost centers, custom organizations).
- \* Succession Pools, Job Profiles, and Job Families are not selection criteria in this task. Those are used in talent or competency management contexts but not in mass goal assignment.

References:

Workday Talent & Performance documentation, Goal Management section.

Workday Pro Talent & Performance training guide: "Add Goal to Employees allows assignment to selected workers or by organizations, not by succession pools, job profiles, or job families."

## 質問 # 53

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従来の試験によってFast2test が今年のWorkdayのWorkday-Pro-Talent-and-Performance認定試験を予測してもっとも真実に近い問題集を研究し続けます。Fast2testは100%でWorkdayのWorkday-Pro-Talent-and-Performance「Workday Pro Talent and Performance Exam」認定試験に合格するのを保証いたします。

**Workday-Pro-Talent-and-Performance専門知識:** <https://jp.fast2test.com/Workday-Pro-Talent-and-Performance-premium-file.html>

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