#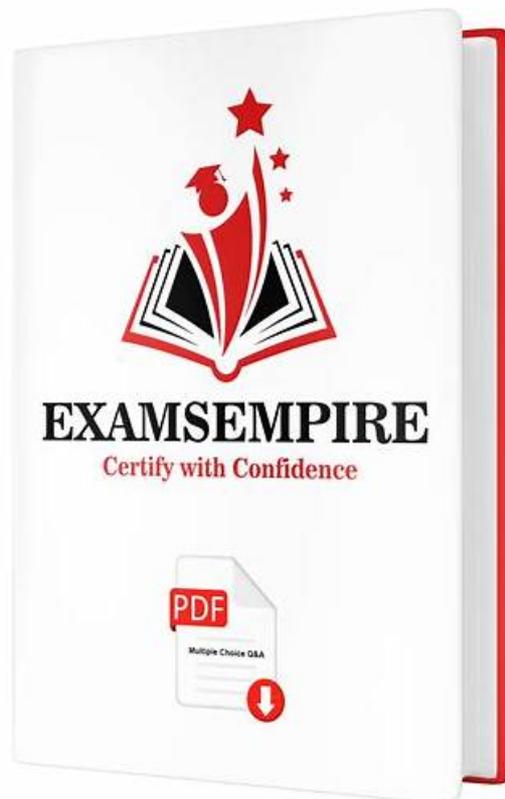 Workday-Pro-Talent-and-Performance Studienmaterialien: Workday Pro Talent and Performance Exam - Workday-Pro-Talent-and-Performance Torrent Prüfung & Workday-Pro-Talent-and-Performance wirkliche Prüfung

Die Konkurrenz in der IT-Branche im 21. Jahrhundert ist sehr hart. Natürlich ist die Workday Workday-Pro-Talent-and-Performance Zertifizierungsprüfung zu einer sehr beliebten Prüfung im IT-Bereich geworden. Immer mehr Menschen beteiligen sich an der Workday-Pro-Talent-and-Performance Prüfung. Die Prüfung zu bestehen, ist auch der Traum der ambitionierten IT-Fachleuten.

Workday Workday-Pro-Talent-and-Performance Prüfungsplan:

Thema	Einzelheiten
Thema 1	• Talent Management (TM): This section of the exam evaluates the competencies of HR Managers and covers how to anticipate and plan for organizational talent needs. It focuses on leveraging Workday's Talent Management tools for recruiting, developing, and retaining high-performing employees to support long-term business success.
Thema 2	• Business Process Management (BPM): This section of the Workday Pro HCM exam measures the skills of HRIS Analysts and focuses on understanding how business process management (BPM) enables organizations to model, analyze, and optimize workflows. It assesses the ability to improve and automate HR and organizational processes to ensure efficiency and alignment with business objectives.

Thema 3	• Operational Reporting: This domain measures the abilities of HRIS Analysts and covers the use of operational reporting to provide real-time insights into ongoing HR and business activities. It emphasizes creating and managing reports that support data-driven decision-making within Workday.
Thema 4	• Performance Enablement: This section assesses the skills of HR Business Partners and focuses on aligning employee performance with organizational goals. It includes managing performance reviews, setting objectives, and enabling continuous feedback within Workday to enhance workforce productivity.
Thema 5	• Configurable Security: This domain evaluates the expertise of Workday Security Administrators and covers how configurable security settings manage access to sensitive HR data and processes. It focuses on maintaining secure, role-based permissions within the Workday environment to protect organizational integrity.

>> Workday-Pro-Talent-and-Performance Prüfungsunterlagen <<

Workday-Pro-Talent-and-Performance Fragen Antworten & Workday-Pro-Talent-and-Performance Probesfragen

Wir alle sind normale Menschen, Manchmal können wir nicht alles schnell im Kopf behalten. Im Laufe der Zeit haben wir vieles vergessen. So sollen wir manchmal dieses wiederholen. Wenn Sie die Prüfungsmaterialien zur Workday Workday-Pro-Talent-and-Performance Zertifizierungsprüfung von Fast2test sehen, würden Sie finden, dass Sie genau was sind, was Sie wollen. Sie brauchen sich nicht so anstrengend um die Workday-Pro-Talent-and-Performance Zertifizierung vorzubereiten und fleißig zu wiederholen. Sie sollen Fast2test glauben und werden eine glänzende Zukunft haben.

Workday Pro Talent and Performance Exam Workday-Pro-Talent-and-Performance Prüfungsfragen mit Lösungen (Q48-Q53):

48. Frage
As an administrator, what is an attribute of feedback badges?

- A. You can allow recipients to decline badges.
- B. You can create custom badges using Workday-delivered icons.
- C. You can make badges required when entering feedback.
- D. You can delete badges at any time.

Antwort: C

Begründung:
In Workday Talent & Performance, feedback badges are a visual and motivational way to recognize employees when providing feedback. Administrators configure the rules and usage of these badges.
Let's carefully review the options:
* A. You can delete badges at any time.
* Not correct.
* Once a badge is actively in use (already given to workers in feedback), it cannot simply be deleted, because that would break historical data. Instead, administrators can make badges inactive
, but they remain in the system for reporting integrity.
* B. You can make badges required when entering feedback.
* Correct.
* Workday configuration allows admins to require that feedback entries include a badge. This ensures that every feedback submission carries a visual, standardized recognition element alongside the narrative text.
* This aligns with the study guide under Feedback and Recognition, which highlights that "badges may be configured as required fields for any feedback process."
* C. You can create custom badges using Workday-delivered icons.
* Not exactly.
* You can create custom badges, but you upload your own images/icons. Workday provides sample ones, but they aren't the only option. You are not restricted to Workday-delivered icons.
* D. You can allow recipients to decline badges.

* Incorrect.
* Employeescannot declinebadges once they are attached to feedback. Feedback is submitted as part of the talent/performance process, and the badge is embedded.
Therefore, the unique administrator attribute here is the ability tomake badges required when entering feedback.
#References
* Workday Pro Talent & Performance Guide- Feedback Badges configuration:"Administrators can make badge selection mandatory when submitting feedback, ensuring consistent recognition across the organization."
* ERP Cloud Training (Talent & Performance Badges section): Confirms thatbadges can be required for feedback, cannot be declined by recipients, and must be inactivated (not deleted) when no longer in use.
* Workday Community (Feedback and Recognition documentation):Custom badges can be created by uploading images, not restricted to Workday-delivered icons.

49. Frage
You want to create a performance review template with only an Overall section where the manager has to choose a rating. What configuration option accomplishes this?

- A. Calculated Ratings with No Overrides
- B. Calculated Ratings with Overrides
- C. Prompt for Overall Rating
- D. Manual Entry

Antwort: C

Begründung:
* When you want a performance review template with only anOverall section, the correct configuration isPrompt for Overall Rating.
* This option requires the manager to provide a single overall rating without averaging or weighting items.
* Other options:
* Manual Entry# applies to ratings on items, not a single overall section.
* Calculated Ratings with No Overrides# automatically calculates from section ratings (not desired here).
* Calculated Ratings with Overrides# allows calculation plus manual override, but still requires sections/items.
References:
Workday review template setup documentation.
Pro exam study notes:"Use Prompt for Overall Rating when only an overall section rating is required."

50. Frage
What do you use a talent pool for?

- A. To assess the readiness of internal candidates and consider external candidates for job profiles.
- B. To organize workers by hierarchical structure.
- C. To create a short list of ranked candidates who are preparing to take over a position.
- D. To organize and segment groups of workers for development.

Antwort: D

Begründung:
* Talent Poolsare designed to group employees for development and succession planning purposes.
* They help organizations track readiness, identify high potentials, and prepare workers for future roles.
* Incorrect options:
* A. Organizing by hierarchy is done viaSupervisory Organizations, not talent pools.
* B. A short list of ranked candidates is closer toSuccession Planning, not talent pools.
* D. Assessing readiness for job profiles (including external candidates) isSuccession Planning, not pools.
References:
Workday Talent Management Guide:"Talent pools are collections of workers for development and growth opportunities." Workday Pro Talent & Performance certification prep.

51. Frage
While configuring the Performance Review business process, you added a Complete Additional Manager Evaluation step. However,

when testing, the manager is not receiving the Inbox task to select other managers.
What do you configure on the employee review template to route this step to the manager's Inbox?

- A. Require Additional Managers to enter a comment in the Overall section.
- B. Enable the Additional Manager Evaluation for All Sections on the Other Reviewer Options section.
- C. Add a competencies section to the template.
- D. Add a rule in the Applies To field to limit performance reviews to workers with additional jobs.

Antwort: B

Begründung:
* When you add aComplete Additional Manager Evaluationstep in the Performance Review BP, the system only generates the Inbox task if the employee review template is configured to allow it.
* This is controlled in theOther Reviewer Options sectionof the template.
* You must enable"Additional Manager Evaluation for All Sections"for the task to route correctly.
* Incorrect options:
* A. Adding a competencies section is unrelated to routing.
* B. Requiring comments in the Overall section doesn't trigger the step.
* D. Applies To field rules limit applicability but won't control routing to the direct manager.
References:
Workday Employee Review Template configuration guide.
Workday Pro exam material: "Enable Additional Manager Evaluation for All Sections in the template to activate the BP step."

52. Frage
You are using a performance review template and a goal is not populating into an employee's review.
What could cause this issue?

- A. The goal is in Not Started status.
- B. The goal due date falls outside the period start and end dates of the template.
- C. The goal was created using the Cascade Goals business process.
- D. The goal has milestones that are not in Complete status.

Antwort: B

Begründung:
* For a goal to populate into a performance review, itsdue datemust align with thereview template's start and end period.
* If the goal falls outside that timeframe, Workday will not pull it into the review.
* Other options are not correct:
* Cascade Goals# does not prevent goals from being included.
* Milestones not Complete# milestone status does not block goal population.
* Not Started status# goals can still populate even if not started.
References:
Workday Performance Review setup guide:"Goals populate into reviews if their due dates fall within the template's defined period."
Workday Pro Talent & Performance exam prep: Goal alignment with template period is required.

53. Frage
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