

**Workday-Pro-Talent-and-Performance 높은 통과율 시험  
덤프문제 인기 시험덤프 샘플문제**



## Talent Performance Process



2026 DumpTOP 최신 Workday-Pro-Talent-and-Performance PDF 버전 시험 문제집과 Workday-Pro-Talent-and-Performance 시험 문제 및 답변 무료 공유: [https://drive.google.com/open?id=1R6LXt7UnYV0BYBx9COIOMLdile\\_8OfmE](https://drive.google.com/open?id=1R6LXt7UnYV0BYBx9COIOMLdile_8OfmE)

여러분이 어떤 업계에서 어떤 일을 하든지 모두 항상 업그레이드되는 자신을 원할 것입니다. ,it업계에서도 이러합니

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우리 DumpTOP사이트에서 제공되는 Workday인증 Workday-Pro-Talent-and-Performance시험덤프의 일부분인 데모 즉 문제와 답을 다운받으셔서 체험해보면 우리DumpTOP에 믿음이 갈 것입니다. 우리DumpTOP의 제품을 구매하신다고 하면 우리는 최선을 다하여 여러분들한테 최고의 버전을 제공함으로 한번에 Workday인증 Workday-Pro-Talent-and-Performance시험을 패스하도록 하겠습니다. IT시험이라고 모두 무조건 외우고 장악하고 많은 시간을 투자해야만 된다는 사상을 깨게 될 것입니다.

>> Workday-Pro-Talent-and-Performance 높은 통과율 시험덤프문제 <<

## 시험준비에 가장 좋은 Workday-Pro-Talent-and-Performance 높은 통과율 시험덤프문제 덤프 최신 샘플문제

DumpTOP의 IT전문가들이 자신만의 경험과 끊임없는 노력으로 최고의 Workday Workday-Pro-Talent-and-Performance 학습자료를 작성해 여러분들이 Workday Workday-Pro-Talent-and-Performance 시험에서 패스하도록 최선을 다하고 있습니다. 덤프는 최신 시험문제를 커버하고 있어 시험패스율이 높습니다. Workday Workday-Pro-Talent-and-Performance 시험을 보기로 결심한 분은 가장 안전하고 가장 최신인 적중율 100%에 달하는 Workday Workday-Pro-Talent-and-Performance 시험대비덤프를 DumpTOP에서 받을 수 있습니다.

### Workday Workday-Pro-Talent-and-Performance 시험요강:

주제	소개
주제 1	<ul style="list-style-type: none"> <li>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.</li> </ul>
주제 2	<ul style="list-style-type: none"> <li>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.</li> </ul>
주제 3	<ul style="list-style-type: none"> <li>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.</li> </ul>
주제 4	<ul style="list-style-type: none"> <li>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.</li> </ul>
주제 5	<ul style="list-style-type: none"> <li>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.</li> </ul>

## 최신 Human Capital Management Workday-Pro-Talent-and-Performance 무료 샘플문제 (Q27-Q32):

### 질문 # 27

You are assigning competencies to objects in Workday.

When Workday defines the target proficiency level for a worker, what source takes precedence?

- A. Job Profile
- B. Job Family

- C. Position
- D. Management Level

정답: C

설명:

- \* Competencies can be assigned to multiple objects: job profiles, job families, positions, or management levels.
- \* When determining a worker's target proficiency level, Position takes precedence over all other sources.
- \* Order of precedence: Position > Job Profile > Job Family > Management Level.
- \* This allows organizations to define competencies at higher levels (family, profile) but override them at the position level if necessary.

References:

Workday Talent & Performance competency framework documentation.

Workday Pro training guide: "Position overrides job profile, job family, and management level when determining a worker's target proficiency level."

질문 # 28

You recently created a talent pool to help develop potential new managers. You added ten managers to the pool. Now you want to assign two self-development goals to each member of the talent pool.

What task allows you to assign those two goals to all members in one event?

- A. Manage Organization Goals
- B. Add Goal To Employees
- C. Create Goal for Worker
- D. Maintain Goals Setup

정답: B

설명:

In Workday Talent & Performance, when you want to assign goals to a group of employees (such as everyone in a talent pool), you must use the "Add Goal To Employees" task.

Here's why:

- \* Create Goal for Worker
- \* This task is specific to one worker at a time. It would not allow you to mass-assign goals to multiple workers.
- \* Suitable when you want to add a goal for an individual employee.
- \* Manage Organization Goals
- \* Used to define organization-wide goals (e.g., company objectives).
- \* These can be cascaded, but they are not tied to an action that assigns two goals directly to all members of a talent pool.
- \* Maintain Goals Setup
- \* This is for configuring goal settings (e.g., categories, weights, behaviors) at the tenant level.
- \* It doesn't execute the action of assigning goals to workers.
- \* Add Goal To Employees
- \* Specifically designed for mass goal assignment.
- \* You can select multiple employees (for example, all 10 members of your talent pool) and assign the same goals in a single event.
- \* This is the only option that fulfills the requirement of assigning two self-development goals to all members in one step.

#References

- \* Talent & Performance Study Guide topics:
- \* Goal Management: Covers the difference between worker-specific vs. mass goal actions.
- \* Talent Pools: Workday documentation explains that pools are often used for succession planning and development, and "Add Goal to Employees" is the correct bulk action for assigning development activities.
- \* External Training Reference: ERP Cloud Training notes that "The Add Goal To Employees task allows administrators to assign multiple goals across groups such as talent pools or organizations, enabling faster alignment with development plans." #web source on Talent & Performance training#
- \* Workday Pro Talent & Performance Flashcards: Confirm that the correct way to mass assign goals is via Add Goal To Employee task, not Manage Organization Goals (which is only for defining org-level goals).

질문 # 29

As an administrator, what is an attribute of feedback badges?

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

**정답: B**

**설명:**

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.
- \* Employees cannot decline badges 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 to make 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 that badges 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.

**질문 # 30**

A manager starts the Assess My Team's Potential task.

What option allows them to suggest workers for a job profile and if enabled tracking potential successors for a succession plan?

- A. Retention
- **B. Nominations**
- C. Review Rating
- D. Achievable Level

**정답: B**

**설명:**

- \* In the Assess My Team's Potential task, managers can make Nominations:
- \* Suggest workers for specific job profiles.
- \* Track potential successors for succession plans (if enabled).
- \* Incorrect options:
- \* A. Achievable Level # indicates ceiling level, not succession tracking.
- \* B. Retention # measures likelihood of leaving, unrelated to succession nominations.
- \* C. Review Rating # performance measure, not tied to suggesting successors.

References:

Workday Talent & Succession Guide: "Nominations in Assess My Team's Potential allow managers to suggest successors and link to

succession plans."

### 질문 # 31

Refer to the following scenario to answer the question below.

The screenshot shows the 'Maintain Goal Setup' interface. The top section is 'Configure Individual Goals' with a table showing one item: '국제 인력(Min) Manage Goals'. The bottom section is 'Configure Organization Goals' with several checkboxes for settings like 'Organization Alignment' and 'Configure Goals In Reviews'. A navigation bar at the bottom contains buttons for 'Maintain Goal Units', 'Maintain Goal Payout Bands', 'Configure Talent Tags', 'Maintain Goal Categories', 'Maintain Goal Periods', and 'Maintain Goal Completion Statuses'.

An enterprise creates organizational goals that include the following criteria:

- \* The organizational goals span five years.
- \* Workers can align their individual goals with the organizational goals.
- \* Workers must provide a description for each individual goal.
- \* Each individual goal must fall within one of three groupings.

The current five-year timeframe for organizational goals is ending and you want to create new organizational goals.

What task do you use to create the next five-year cycle?

- A. Maintain Goal Payout Bands
- B. Maintain Goal Periods
- C. Maintain Goal Categories
- D. Maintain Goal Completion Statuses

정답: B

설명:

- \* Organizational goals are tied to goal periods, which define the timeframe (e.g., annual, multi-year, or in this case, a five-year cycle).
- \* When the current five-year period ends, you must create a new goal period in order to define the next cycle of organizational goals.
- \* The other tasks do not apply here:
- \* Maintain Goal Categories# defines groupings such as Innovation, Financial, Productivity, but does not manage timeframes.
- \* Maintain Goal Payout Bands# used for goal-linked compensation or incentive payouts.
- \* Maintain Goal Completion Statuses# manages status labels such as "Not Started, In Progress, Complete," not periods.

Therefore, to establish the next five-year organizational goal cycle, you use the Maintain Goal Period task.

References:

Workday Talent & Performance configuration documentation: "Maintain Goal Periods allows organizations to define new cycles (e.g., annual or multi-year) for organizational and individual goals." Workday Pro Talent & Performance certification material: "Organizational goal cycles are created and managed via Maintain Goal Periods."

