

実用的な Workday Workday-Pro-Talent-and-Performance 最新な問題集 & 合格スムーズ Workday-Pro-Talent-and-Performance 日本語版受験参考書 | 更新する Workday-Pro-Talent-and-Performance 難易度



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>> Workday-Pro-Talent-and-Performance 最新な問題集 <<

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Workday Pro Talent and Performance Exam 認定 Workday-Pro-Talent-and-Performance 試験問題 (Q10-Q15):

質問 # 10

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

正解: C

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 # 11

A worker is providing feedback and they only want it to be visible to the feedback recipient.

What kind of feedback allows for this?

- A. Public
- B. Anonymous
- **C. Private**
- D. Confidential

正解: C

解説:

* In Workday, Private Feedback is visible only to the feedback recipient.

* Confidential Feedback is visible to both the recipient and their manager.

* Anonymous Feedback hides the identity of the feedback giver but may still be visible to managers or admins depending on configuration.

* Public Feedback is broadly visible across the organization or workgroup.

Therefore, the only feedback type that ensures visibility only to the recipient is Private Feedback.

References:

Workday Talent & Performance study material on feedback types.

Workday Pro Talent & Performance training notes: "Private feedback is restricted to the recipient alone; confidential feedback includes the manager, while public feedback is visible more broadly."

質問 # 12

You want to create an organization goal for the workers in a supervisory organization.

When creating the organization goal, what most recent period defaults into the Goal Period field?

- A. The goal period on any worker record in the supervisory organization.
- B. The goal period assigned to its immediate superior supervisory organization.
- C. The most recent goal period assigned to a goal in the specific supervisory organization.
- D. The first goal period created in the tenant.

正解: C

解説:

Comprehensive Detailed Explanation

* When creating an organization goal, Workday defaults the Goal Period field to the most recent goal period used in the specific supervisory organization.

* It does not inherit from superior organizations, worker records, or the first goal period created in the tenant.

* This ensures consistency within the supervisory organization's existing goal cycles.

References:

Workday documentation on Goal Period defaulting behavior.

Workday Pro Talent & Performance guide: "For new organizational goals, the Goal Period defaults to the most recent goal period assigned within that supervisory organization."

質問 # 13

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. Achievable Level
- C. Nominations
- D. Review Rating

正解: C

解説:

* 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."

質問 # 14

You want each talent partner to create their own talent pools and be able to manually add or remove pool members.

If they choose to create a pool that is not shared with others, what type of talent pool will they create?

- A. Private Dynamic Talent Pool
- B. Restricted Static Talent Pool
- C. Restricted Dynamic Talent Pool
- **D. Private Static Talent Pool**

正解: D

解説:

- * Static Talent Pools allow manual addition and removal of members.
- * Private means the pool is only visible to the creator and not shared with others.
- * Therefore, a Private Static Talent Pool lets talent partners create their own pools, manage membership manually, and keep them unshared.
- * Incorrect options:
- * Dynamic Pools# membership is controlled by saved searches, not manual additions.
- * Restricted Pools# visibility is limited to certain groups but still shared, not completely private.

References:

Workday Talent Pools configuration guide.

Pro certification training: "Private Static Pools allow personal management of membership without sharing."

質問 # 15

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