

# 権威のある-効率的なWorkday-Pro-Talent-and-Performance全真問題集試験-試験の準備方法Workday-Pro-Talent-and-Performance問題集



P.S. TopexamがGoogle Driveで共有している無料かつ新しいWorkday-Pro-Talent-and-Performanceダウンロード: [https://drive.google.com/open?id=1ZHqHgCdkhSlqqIQVBWhKQynbId5f6\\_J](https://drive.google.com/open?id=1ZHqHgCdkhSlqqIQVBWhKQynbId5f6_J)

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>> Workday-Pro-Talent-and-Performance全真問題集 <<

## Workday Workday-Pro-Talent-and-Performance問題集 & Workday-Pro-Talent-and-Performance試験時間

Topexam現在、仕事の要件は過去のどの時期よりも高くなっています。ほとんどの仕事は働く能力と深い主要な知識の両方を必要とするため、ジョブハンターは大きなプレッシャーに直面しています。Workday-Pro-Talent-and-Performance試験に合格すると、理想的な仕事を見つけることができます。Workday-Pro-Talent-and-Performanceテスト準備を購入すると、Workday-Pro-Talent-and-Performance試験に簡単かつ正常に合格し、理想の

仕事を見つけて高収入を得ることが夢であることに気付くでしょう。当社 Workday の Workday-Pro-Talent-and-Performance トレーニングブレインダンプは高品質で、合格率とヒット率はいずれも 98% を超えています。

## 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>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>
トピック 2	<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>
トピック 3	<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>
トピック 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>
トピック 5	<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>

## Workday Pro Talent and Performance Exam 認定 Workday-Pro-Talent-and-Performance 試験問題 (Q18-Q23):

### 質問 # 18

The HR department wants to gather talent information from their employees and managers. What business process can they use?

- A. Launch Calibration
- B. Complete Manager Evaluation
- C. Launch Talent Review
- D. Start Performance Review

正解: C

### 解説:

\* The Launch Talent Review business process is used by HR and Talent Partners to gather, review, and calibrate employee information from both employees and managers.

\* It provides a structured way to collect talent-related data (performance, potential, risk of loss, impact of loss, etc.) for workforce planning and succession.

\* Incorrect options:

\* Complete Manager Evaluation# part of performance reviews, not general talent data gathering.

\* Launch Calibration# aligns ratings but does not broadly gather talent information.

\* Start Performance Review# focused on annual/performance evaluations, not holistic talent review.

References:

Workday Talent Review documentation: "Launch Talent Review is the business process to gather talent information from employees and managers."

### 質問 # 19

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. Show Additional Rating to Employee
- C. Load Relevant Goals
- D. Allow User to Add Existing Goals Manually

正解: C

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.

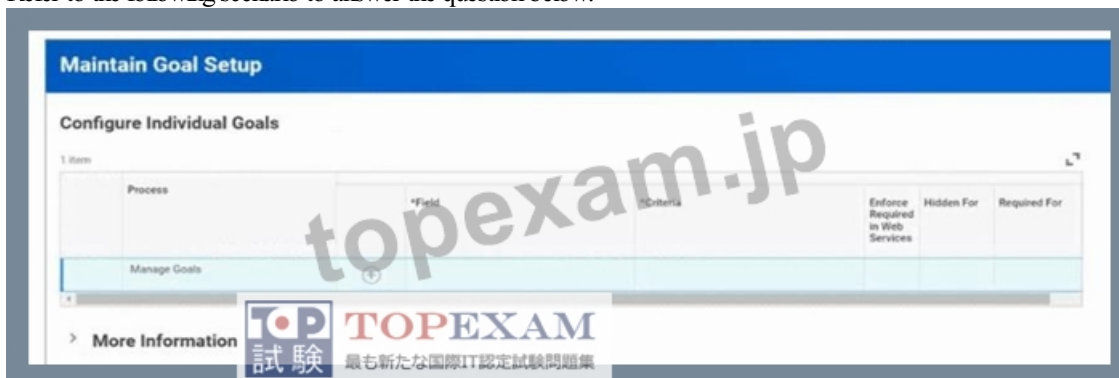
References:

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 # 20

Refer to the following scenario to answer the question below.



#### Configure Organization Goals

- Organization Alignment
- Organization Goal Allows Organization Alignment Through Hierarchy
- Default Organization Goal to Private
- Enable Percent Complete
- Allow Automatic Calculation of Percent Complete

#### Configure Goals In Reviews

- Lock Goals Associated with In Progress Reviews
- Allow Deletion of Goals Associated with Reviews
- Allow Ordering of Goals in Reviews

Maintain Goal Units

Maintain Goal Payout Bands

試験 TOPEXAM 最新な国際IT認定試験問題集

Categories

Maintain Goal Periods

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 Completion Statuses
- C. Maintain Goal Categories
- **D. Maintain Goal Periods**

**正解: D**

解説:

- \* 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 Periods 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."

**質問 # 21**

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

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

**正解: C**

解説:

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.

## 質問 # 22

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 create a short list of ranked candidates who are preparing to take over a position.
- **C. To organize and segment groups of workers for development.**
- D. To organize workers by hierarchical structure.

正解: C

解説:

\* Talent Pools are 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 via Supervisory Organizations, not talent pools.

\* B. A short list of ranked candidates is closer to Succession Planning, not talent pools.

\* D. Assessing readiness for job profiles (including external candidates) is Succession 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.

## 質問 # 23

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Topexamのサイトでは、あなたがWorkdayのWorkday-Pro-Talent-and-Performance認定試験を気楽に準備することができますし、普通なミス避けるのでもできます。TopexamのWorkdayのWorkday-Pro-Talent-and-Performance試験トレーニング資料は高度に認証されたIT領域の専門家の経験と創造を含んでいるものです。それは正確性が高く、権威性も高いです。Topexamは君にとって、ベストなチョイスだとしても良いです。

**Workday-Pro-Talent-and-Performance問題集:** [https://www.topexam.jp/Workday-Pro-Talent-and-Performance\\_shiken.html](https://www.topexam.jp/Workday-Pro-Talent-and-Performance_shiken.html)

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## 問題集

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