

**Workday Workday-Pro-Talent-and-Performance日本語
版復習指南、Workday-Pro-Talent-and-Performanceト
レーニング費用**



Workday Performance Guide



BONUS!!! Xhs1991 Workday-Pro-Talent-and-Performanceダンプの一部を無料でダウンロード：<https://drive.google.com/open?id=1jD7fUuzrKxVfzGYI4XR-kn1WHWph7Wd>

立派な生活を送るために、彼らはこの試験に関する専門知識の厳密な研究を行いました。Workday Pro Talent and Performance Examのトレーニング資料がありますので、完璧な練習資料の検索に時間をかけないでください。

Workday-Pro-Talent-and-Performance試験準備の熟練度を保証できます。ですから、これは決定的な選択です。つまり、Workday-Pro-Talent-and-Performance実践教材は、あなたが成功の成果を得るのに役立つことを意味します。

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"> 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。
トピック 2	<ul style="list-style-type: none"> 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。
トピック 3	<ul style="list-style-type: none"> 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。
トピック 4	<ul style="list-style-type: none"> 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。
トピック 5	<ul style="list-style-type: none"> 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。

>> Workday Workday-Pro-Talent-and-Performance日本語版復習指南 <<

Workday-Pro-Talent-and-Performance試験の準備方法 | 最新のWorkday-Pro-Talent-and-Performance日本語版復習指南試験 | 正確的なWorkday Pro Talent and Performance Examトレーニング費用

ある種の学習Webサイトにいるとき、Webページのデザインは合理的ではなく、あまりに多くの情報を急いで配置するため、目がくらむことがよくあります。Workday-Pro-Talent-and-Performanceテスト準備のレッスンを吸収して、すべての種類の認定試験分類レイアウトになります。同時にWorkday-Pro-Talent-and-Performanceテスト資料のフロントページにはテストモジュールの分類が明確であるため、ページのデザインが非常に便利です。ユーザーは、非常に短い時間でユーザーが学習したいものを見つけることができるようにし、学習のターゲットを絞ることができます。

Workday Pro Talent and Performance Exam 認定 Workday-Pro-Talent-and-Performance 試験問題 (Q28-Q33):

質問 # 28

You want to launch a talent review for a group of workers who do not belong to the same organization. What option allows for this?

- A. Talent Pool
- B. Job Family

- C. Custom Organization
- D. Supervisory Organization

正解: A

解説:

- * To launch a Talent Review for a group of workers who do not share the same supervisory organization, you can use a Talent Pool.
- * Talent pools allow grouping across organizations, job families, or geographies.
- * Incorrect options:
- * Job Family# groups roles, not flexible enough for reviews across diverse workers.
- * Supervisory Organization# too restrictive; only covers workers within that org.
- * Custom Organization# useful for grouping but not directly designed for Talent Review events.

References:

Workday Talent Review configuration: Talent Pools as input populations.

Workday Pro Talent & Performance prep: "Use Talent Pools when reviewing cross-org worker groups."

質問 # 29

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. Competencies
- C. Goals
- 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 # 30

You would like to use Skills Cloud as the primary source for skill searches.

What task would you access to meet this requirement?

- A. Maintain Skills and Experience Setup
- B. Maintain Skill Vendors
- C. Maintain Skills
- D. Maintain Skill Item Categories

正解: A

解説:

- * To configure Skills Cloud as the primary source for skill searches, you use the Maintain Skills and Experience Setup task.
- * This task controls whether Workday tenant prioritizes Skills Cloud suggestions and searches versus custom skill libraries.
- * Incorrect options:
- * Maintain Skill Item Categories# categorizes skills, not source priority.
- * Maintain Skill Vendors# used for external vendor integrations.
- * Maintain Skills# used for creating/editing skills but not selecting Skills Cloud as the default.

References:

Workday configuration guide: Skills Cloud setup.

Workday Pro certification prep: "Maintain Skills and Experience Setup controls whether Skills Cloud is the primary search source."

質問 # 31

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.

The New Hire 90 Day Check-In template has several sections, including Questions and Overall. As an administrator, you want to schedule this process to route to all new hires each month.

What Employee Review Template configuration restricts the template to only new hires after 90 days?

- A. Layout Override
- B. Period Start Date/Period End Date
- C. Review Type
- **D. Applies to**

正解: D

解説:

- * The Applies To field on the Employee Review Template determines which population is eligible for the review.
- * To restrict the 90-Day Check-In template so that it only applies to new hires after 90 days, you configure the Applies To criteria accordingly (e.g., based on hire date relative to review launch date).
- * Incorrect options:
- * Review Type# categorizes reviews (annual, quarterly, etc.), but does not restrict worker population.
- * Period Start/End Dates# define review timeframe, not eligibility rules.
- * Layout Override# controls template layout, not applicability.

References:

Workday Employee Review Template configuration guide.

Workday Pro Talent & Performance exam prep: "Use Applies To to restrict review templates to new hires after 90 days."

質問 # 32

A manager wants to request feedback about a worker.

They select a locked feedback template to initially populate questions. What can the manager do?

- A. The manager may edit the defaulted questions to better meet their requirements.
- B. The manager may add additional new questions.
- **C. The manager may only use the default questions.**
- D. The manager may add a question from a bank of previously written questions.

正解: C

解説:

- * Feedback templates in Workday can be delivered as locked or editable.
- * A locked feedback template ensures consistency across the organization, meaning the manager cannot add, edit, or delete questions.
- * Only the default questions included in the template may be used.
- * Options A, C, and D would apply if the template were editable, but they are not possible in a locked template.

References:

Workday Feedback configuration documentation.

Workday Pro Talent & Performance certification study material: "Locked templates prevent managers from adding or editing questions. Only the delivered questions are used."

質問 # 33

無料でクラウドストレージから最新のXhs1991 Workday-Pro-Talent-and-Performance PDFダンプをダウンロードする：<https://drive.google.com/open?id=1jD7fUzrkxVfzGYI4XR-knlWHWph7Wd>