

100%パスレート Workday-Pro-Talent-and-Performance 過去問無料 & 資格試験のリーダープロバイダー & 素晴らしい Workday-Pro-Talent-and-Performance 資格トレーニング



Workday Talent Performance

Performance Tracking

Monitors and assesses employee performance effectively.



Goal Setting

Aligns objectives with company success strategies.



Feedback System

Provides continuous performance insights for employees.



Top Talent Identification

Recognizes high-performing employees for growth opportunities.



Training Programs

Develops essential skills for career advancement.



Succession Planning

Prepares future leaders through strategic talent development.



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>> Workday-Pro-Talent-and-Performance過去問無料 <<

Workday-Pro-Talent-and-Performance資格トレーニング、Workday-Pro-Talent-and-Performance無料ダウンロード

Workday-Pro-Talent-and-Performance試験問題の継続的な刷新により、当社は大きな市場シェアを占めています。強力な研究センターを構築し、Workday-Pro-Talent-and-Performanceトレーニングガイドでより良い仕事をするために強力なチームを所有しています。これまで、Workday-Pro-Talent-and-Performance学習教材に関する多くの特許を取得しています。一方で、当社Workdayは改修の恩恵を受けています。お客様は当社の製品を選択する可能性が高くなります。一方、私たちが投資したお金は有意義なものであり、Workday-Pro-Talent-and-Performance試験の新しい学習スタイルを刷新するのに役立ちます。

Workday Pro Talent and Performance Exam 認定 Workday-Pro-Talent-and-Performance 試験問題 (Q21-Q26):

質問 # 21

What field does Workday require when you create a competency?

- A. Category
- B. Competency Description
- C. Name
- D. Proficiency Rating Scale

正解: C

解説:

When creating a Competency in Workday Talent & Performance, the system enforces certain required fields.

* Name:

* This is the mandatory field. Every competency must have a name so it can be identified in job profiles, performance reviews, and talent pools.

* Without a name, Workday will not allow you to save or proceed.

* Proficiency Rating Scale:

* This is important for measuring competencies (e.g., Basic # Intermediate # Advanced # Expert).

* However, it is not required at the point of creation. If you don't assign one, the system can still save the competency, though you may not be able to rate employees effectively without linking a scale later.

* Competency Description:

* Highly recommended for clarity and reporting.

* But this field is optional, not enforced by Workday.

* Category:

* Used to group competencies (e.g., Leadership, Technical, Communication).

* Again, optional and for organizational purposes only.

Thus, while other fields add functionality and structure, the only required field to create a competency is the Name.

#References

* Talent & Performance Learning Material: Competencies are created with "Name" as required, while "Description, Proficiency Scale, and Category" are optional metadata used to support evaluation and reporting.

* Workday Pro Talent & Performance study outlines: Under the Competencies section, it explicitly states: "The only mandatory field is Name. Description, Proficiency Rating Scale, and Category are optional fields that can be configured for richer competency management." #web source Talent & Performance training + community notes#

* ERP Cloud Training - Workday Talent & Performance course: Highlights that "Name is required when creating a competency; all other fields are optional depending on business needs."

質問 # 22

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

正解: A

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 # 23

An employee had a manager from January through August. The employee then had a new manager from September through December.

In the Start Performance Review business process, for the Complete Manager Evaluation step, what security group would you use to route the step to the employee's manager that they had in January?

- A. Matrix Manager
- B. Primary Manager
- C. Manager
- **D. Manager for Majority of Event**

正解: D

解説:

- * In a performance review event spanning multiple months, Workday determines which manager should receive the evaluation step.
- * The option Manager for Majority of Event ensures that the manager who supervised the employee for the longest portion of the review period (in this case, January-August) is the one who receives the task.
- * Incorrect options:
- * A. Manager # routes to current manager by default, not historical.
- * C. Matrix Manager # used for matrix org relationships, not standard review.
- * D. Primary Manager # is the current primary manager at the time of launch.

References:

Workday Business Process configuration rules for manager evaluation steps.

Workday Pro study content: "Use Manager for Majority of Event when you need the prior manager to complete the evaluation."

質問 # 24

Your organization has detailed new goals that are tied to your divisions. The manager of each division needs to create a goal, then distribute that goal to their direct reports.

What task do managers use to accomplish this?

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

正解: B

解説:

- * Add Goal To Employees is used for bulk assigning existing goals to workers, not for creating new organizational goals.
- * Maintain Goal Completion Statuses is used to track and update progress, not goal creation.
- * Create Goal for Worker applies only to individual workers.
- * Manage Organization Goals is the correct task for a manager to create a goal at the division or supervisory organization level and cascade it to their direct reports.

References:

Workday Talent & Performance: Goal Management.

Workday Pro study guide: "Managers use Manage Organization Goals to create and cascade organizational goals to their teams."

質問 # 25

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

正解: D

解説:

- * TheApplies Tofield 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 tonew hires after 90 days, you configure theApplies Tocriteria 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 # 26

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Workday-Pro-Talent-and-Performance資格トレーニング: <https://www.certshiken.com/Workday-Pro-Talent-and-Performance-shiken.html>

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