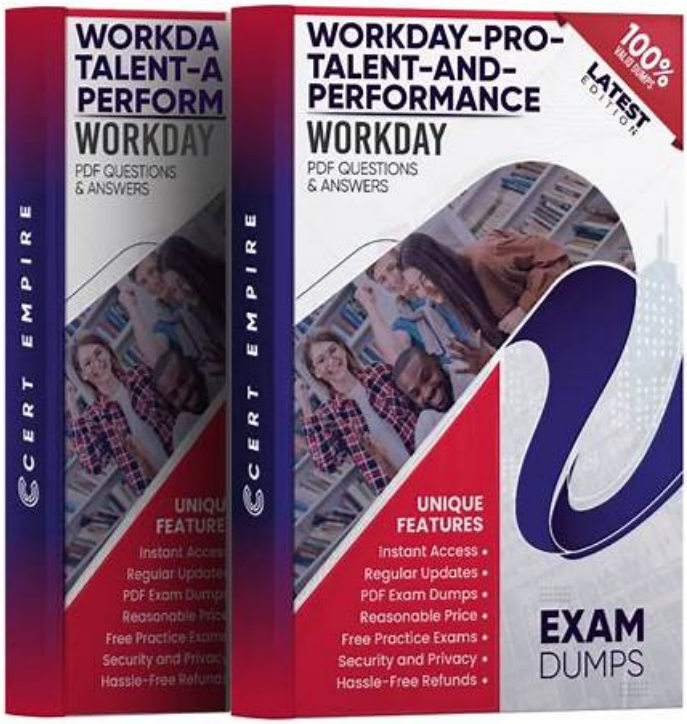
Workday-Pro-Talent-and-Performance Workday Pro Talent and Performance Exam Pass4sure Zertifizierung & Workday Pro Talent and Performance Exam zuverlässige Prüfung Übung



Übrigens, Sie können die vollständige Version der ZertPruefung Workday-Pro-Talent-and-Performance Prüfungsfragen aus dem Cloud-Speicher herunterladen: https://drive.google.com/open?id=19pb5G59qX1tIs2r5gCiIk5niLTDTaEUu

Wenn Sie die Schulungsunterlagen zur Workday Workday-Pro-Talent-and-Performance Zertifizierungsprüfung haben, dann werden Sie sicherlich erfolgreich sein. Nachdem Sie unsere Lehrbücher gekauft haben,werden Sie einjährige Aktualisierung kostenlos genießen. Die Bestehensrate von Workday Workday-Pro-Talent-and-Performance ist 100%. Wenn Sie die Zertifizierungsprüfung nicht bestehen oder die Schulungsunterlagen zur Workday Workday-Pro-Talent-and-Performance Zertifizierungsprüfung irgend ein Problem haben, geben wir Ihnen eine bedingungslose volle Rückerstattung.

Wenn Sie sich sehr müde um die Vorbereitung der Workday-Pro-Talent-and-Performance Prüfungen bemühen, wissen Sie, was die anderen Kandidaten machen? Warum sind sie sehr Selbstbewusst und sorglos, während Sie sich um die Prüfungen sorgen? Ist Ihre Lernfähigkeit nicht so gut wie sie? Natürlich nicht. Wollen Sie wissen, warum andere sehr leicht Workday Workday-Pro-Talent-and-Performance Prüfung ablegen? Weil Sie Workday Workday-Pro-Talent-and-Performance Dumps von ZertPruefung benutzen. Beim Lernen der Prüfungsfragen können Sie sehr einfach diese Prüfung bestehen. Glauben Sie nicht? Probieren Sie bitte mal. Sie können die Demo benutzen, um die Qualität der Zertifizierungsunterlagen selbst kennenzulernen. Bitte klicken Sie ZertPruefung Website.

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Workday Workday-Pro-Talent-and-Performance Prüfungsinformationen, Workday-Pro-Talent-and-Performance Testengine

Bereiten Sie sich jetzt auf Workday Workday-Pro-Talent-and-Performance Prüfung? Auf der offiziellen Webseite unserer ZertPruefung wird alle Ihrer Bedarf an der Vorbereitung auf Workday Workday-Pro-Talent-and-Performance erfüllt. Insofern unsere Marke Ihnen bekannt ist, können Sie sogleich die Prüfungsunterlagen der Workday Workday-Pro-Talent-and-Performance

nach Ihrem Bedarf innerhalb einigen Minuten erhalten. Gesicherte Zahlungsmittel, zuverlässige Kundendienste sowie die Produkte auf hohem Standard, diese Vorteilen können alle zusammen Ihnen helfen, zufriedenstellende Leistungen zu bekommen.

Workday Workday-Pro-Talent-and-Performance Prüfungsplan:

Thema	Einzelheiten
Thema 1	• 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.
Thema 2	• 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.
Thema 3	• 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.
Thema 4	• 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.
Thema 5	• 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.

Workday Pro Talent and Performance Exam Workday-Pro-Talent-and-Performance Prüfungsfragen mit Lösungen (Q51-Q56):

51. Frage
Refer to the following scenario to answer the question below.
Your Performance Review business process includes the following steps:
(a) Set Review Content
(b) Get Additional Reviewers
(c) Complete Self Evaluation
(d) Complete Manager Evaluation
For the Get Additional Reviewers step, a worker submits reviewer names, then their manager needs to approve the proposed additional reviewers.
Where would you configure this approval step?

- A. On the Get Additional Reviewers subprocess, immediately after the Complete Additional Evaluation for Performance Review step
- B. On the Get Additional Reviewers subprocess, immediately after the initiation step
- C. On the Performance Review business process, immediately after the Get Additional Reviewers step
- D. On the Performance Review business process, immediately after the Complete Manager Evaluation step

Antwort: B

Begründung:
* TheGet Additional Reviewers subprocessis responsible for collecting reviewer nominations.
* If you want themanager to approve reviewer namesafter a worker submits them, you configure anApproval step inside this subprocess.
* It should be placedimmediately after the initiation stepto ensure manager approval occurs before reviewers are finalized.
* Incorrect options:
* A. Adding approval in the main Performance Review BP won't tie it directly to the reviewer nominations.

* B. Placing approval after "Complete Additional Evaluation" is too late-reviewers would already be acting.
* C. Approval after manager evaluation is unrelated to reviewer setup.
References:
Workday Performance Review subprocess design documentation.
Workday Pro Talent & Performance exam prep: "Manager approval of reviewer nominations must be configured in the Get Additional Reviewers subprocess."

52. Frage
How do dynamic talent pools determine pool membership?

- A. Based on the Compare Workers report
- B. Based on manual selection
- C. Based on the results of a saved search
- D. Based on a custom report you define

Antwort: C

Begründung:
* Dynamic Talent Poolsautomatically determine membership by using the results of asaved search.
* This allows pool membership to update as workers meet or no longer meet the search criteria.
* Incorrect options:
* Compare Workers report# used for side-by-side comparison, not pool membership.
* Manual selection# applies to static pools, not dynamic.
* Custom report# not the driver; Workday specifically requires saved searches for dynamic pools.
References:
Workday Talent Pools configuration guide.
Workday Pro exam material: "Dynamic pools are maintained by saved search results."

53. Frage
Your annual performance review includes goals, feedback, and responsibilities. Your business process includes these steps:
* Set Review Content
* Get Additional Reviewers
* Assess Potential
* Complete Manager Evaluation
What step will the workflow not use?

- A. Set Review Content
- B. Get Additional Reviewers
- C. Complete Manager Evaluation
- D. Assess Potential

Antwort: D

Begründung:
* In Workday'sannual performance review process, typical default steps are:
* Set Review Content# defines template contents (goals, feedback, responsibilities).
* Get Additional Reviewers# allows adding reviewers.
* Complete Manager Evaluation# manager provides evaluation.
* Assess Potentialisnot part of the performance review process; it belongs toTalent Review / Succession Planning processes.
* Therefore, the workflow will not useAssess Potentialin a performance review.
References:
Workday Performance Review vs. Talent Review process distinction in Pro materials.
Workday configuration: "Assess Potential" is a Talent module step, not part of standard performance review flows.

54. Frage
Your performance review template has three sections, in addition to an Overall section. The template uses item averaging to calculate an overall rating.

Managers will enter ratings for multiple items in each of the first three sections.
What is the expected behavior when Workday calculates the overall rating?

- A. The calculation includes assigned weightings for each item.
- B. The calculation includes assigned weightings for each item and each section.
- C. The calculation includes assigned weightings for each section.
- D. The calculation includes an equal weight to each item rated.

Antwort: D

Begründung:
* When a performance review template usesItem Averaging:
* Workday calculates the average rating acrossall rated itemswithin the sections.
* Each item carriesequal weight, regardless of section or item weighting.
* If weighting was required, you would instead useWeighted Average, which allows assigning weights to items and/or sections.
* Therefore, item averaging =equal weight for each item.
References:
Workday Performance Review configuration: Item Averaging vs. Weighted Averaging.
Workday Pro Talent & Performance exam guide: "Item averaging gives equal weight to all items across sections."

55. Frage
What option is available for managing your succession plans?

- A. Add employees to the succession plan from a talent pool.
- B. Add employees to succession plan via the Find Workers report.
- C. Allow external candidates and employees to be assigned on succession plans based on related skills.
- D. Add job profiles to succession plans via the Find Workers report.

Antwort: B

Begründung:
* In Workday, when managingSuccession Plans, you can directly add employees by searching for them in theFind Workers report.
* Incorrect options:
* A. Adding employees from a talent pool is possible for development, but not a delivered method for populating succession plans.
* B. External candidates cannot be directly assigned to succession plans; succession focuses on internal talent.
* C. Job profiles are the object succession plans are created for, not what you add via Find Workers.
References:
Workday Succession Planning Guide:"Use the Find Workers report to identify and add employees to succession plans." Pro Talent & Performance exam materials confirm this process.

56. Frage
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Fantasie kann einem helfen, viele schöne Ideen auszudenken. Aber sie kann nichts machen. Wenn Sie sich den Kopf zerbrechen, wie Sie die Workday Workday-Pro-Talent-and-Performance Zertifizierungsprüfung bestehen können, sollen Sie lieber Ihren Conputer öffnen und ZertPruefung klicken. Sie werden was sehen, wie Sie wollen. Außerdem ist ZertPruefung sehr preiswert und seine Produkte sind von guter Qualität. Wir versprechen, dass Sie die Workday Workday-Pro-Talent-and-Performance Prüfung 100% bestehen können.

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