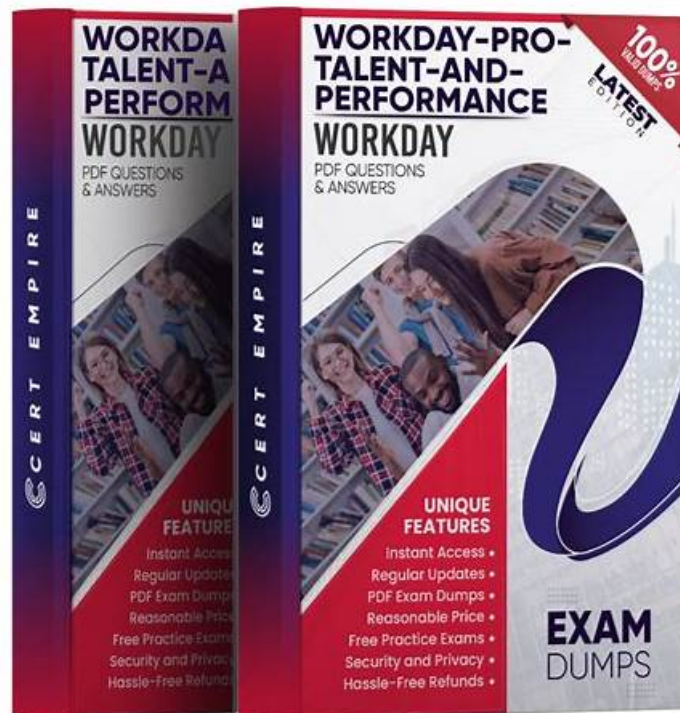


Workday-Pro-Talent-and-Performance Fragenpool - Workday-Pro-Talent-and-Performance Tests



P.S. Kostenlose 2026 Workday Workday-Pro-Talent-and-Performance Prüfungsfragen sind auf Google Drive freigegeben von EchteFrage verfügbar: <https://drive.google.com/open?id=1ubWhBNVWo5ousyepyukL7h7Grkm9eYp>

Qualitativ hochwertige Workday-Pro-Talent-and-Performance Prüfungsunterlagen. Gehen Sie einen entscheidenden Schritt weiter. Mit der Workday Workday-Pro-Talent-and-Performance Zertifizierung erhalten Sie einen Nachweis Ihrer besonderen Qualifikationen und eine Anerkennung für Ihr technisches Fachwissen. Workday bietet eine Reihe verschiedener Zertifizierungsprogramme für professionelle Benutzer an. Untersuchungen haben gezeigt, dass zertifizierte Fachleute häufig mehr verdienen können als ihre Kollegen ohne Zertifizierung.

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

| Thema | Einzelheiten |
|---------|---|
| Thema 1 | <ul style="list-style-type: none"> 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 2 | <ul style="list-style-type: none"> 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 3 | <ul style="list-style-type: none"> 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. |
| Thema 4 | <ul style="list-style-type: none"> 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 5 | <ul style="list-style-type: none"> • 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. |
|---------|---|

>> **Workday-Pro-Talent-and-Performance Fragenpool** <<

Workday-Pro-Talent-and-Performance Tests - Workday-Pro-Talent-and-Performance Simulationsfragen

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Workday Pro Talent and Performance Exam Workday-Pro-Talent-and-Performance Prüfungsfragen mit Lösungen (Q28-Q33):

28. Frage

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. Supervisory Organization
- B. Job Family
- C. Custom Organization
- **D. Talent Pool**

Antwort: D

Begründung:

- * 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."

29. 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. Assess Potential**
- B. Get Additional Reviewers

- C. Set Review Content
- D. Complete Manager Evaluation

Antwort: A

Begründung:

- * In Workday's annual 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 Potential is not part of the performance review process; it belongs to Talent Review / Succession Planning processes.
- * Therefore, the workflow will not use Assess Potential in 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.

30. Frage

While configuring the Performance Review business process, you added a Complete Additional Manager Evaluation step. However, when testing, the manager is not receiving the Inbox task to select other managers.

What do you configure on the employee review template to route this step to the manager's Inbox?

- A. Add a rule in the Applies To field to limit performance reviews to workers with additional jobs.
- **B. Enable the Additional Manager Evaluation for All Sections on the Other Reviewer Options section.**
- C. Require Additional Managers to enter a comment in the Overall section.
- D. Add a competencies section to the template.

Antwort: B

Begründung:

- * When you add a Complete Additional Manager Evaluation step in the Performance Review BP, the system only generates the Inbox task if the employee review template is configured to allow it.
- * This is controlled in the Other Reviewer Options section of the template.
- * You must enable "Additional Manager Evaluation for All Sections" for the task to route correctly.
- * Incorrect options:
- * A. Adding a competencies section is unrelated to routing.
- * B. Requiring comments in the Overall section doesn't trigger the step.
- * D. Applies To field rules limit applicability but won't control routing to the direct manager.

References:

Workday Employee Review Template configuration guide.

Workday Pro exam material: "Enable Additional Manager Evaluation for All Sections in the template to activate the BP step."

31. Frage

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. Goals
- C. Competencies
- **D. Feedback**

Antwort: D

Begründung:

- * 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.

32. Frage

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

Antwort: B

Begründung:

* 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."

33. Frage

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