

Workday-Pro-Talent-and-Performanceテスト模擬問題集、Workday-Pro-Talent-and-Performance対策学習



2026年Fast2testの最新Workday-Pro-Talent-and-Performance PDFダンプおよびWorkday-Pro-Talent-and-Performance試験エンジンの無料共有: <https://drive.google.com/open?id=1BEQ5fIs0ap5owCiMrN1GNgkRXFvVIBx4>

人はそれぞれの夢を持っています。あなたの夢は何でしょうか。昇進ですか。あるいは高給ですか。私の夢はWorkdayのWorkday-Pro-Talent-and-Performance認定試験に受かることです。この認証の証明書を持っていたら、全ての難問は解決できるようになりました。この試験に受かるのは難しいですが、大丈夫です。私はFast2testのWorkdayのWorkday-Pro-Talent-and-Performance試験トレーニング資料を選びましたから。私が自分の夢を実現することを助けられますから。あなたもITに関する夢を持っていたら、速くFast2testのWorkdayのWorkday-Pro-Talent-and-Performance試験トレーニング資料を選んでその夢を実現しましょう。Fast2testは絶対信頼できるサイトです。

今は、もっと難しい認定試験を受けることを恐れる時ではありません。Workday-Pro-Talent-and-Performance学習クイズでは、限られた時間内に問題を解決できます。当社のウェブサイトは、優れた学習ガイダンス、実践的な質問と回答、そしてあなたの本当の強みである選択のための質問を提供します。Workday-Pro-Talent-and-Performanceトレーニング資料を受け取り、問題なく渡すことができます。Workday-Pro-Talent-and-Performanceスタディガイドを定期的かつ永続的に実践できる限り、進歩を遂げ、証明書をスムーズに取得するという目標は簡単に実現できます。

>> Workday-Pro-Talent-and-Performanceテスト模擬問題集 <<

Workday-Pro-Talent-and-Performance対策学習 & Workday-Pro-Talent-and-Performance練習問題集

お支払い後、最初にWorkday-Pro-Talent-and-Performance練習資料を受け取りたい場合があります。心配しないで。支払いが完了するまで、オンラインワーカーが教材の注文を迅速に処理します。支払いプロセス全体は数

秒続きます。それに加えて、Workday-Pro-Talent-and-Performance学習ガイドについて知りたいことを尋ねることができます。質問を送信すると、すぐに詳細な説明が表示されます。Workday-Pro-Talent-and-Performance学習教材の練習中に問題に遭遇した場合でも、問題の解決もお手伝いします。Workday-Pro-Talent-and-Performanceラーニングガイドでお客様の問題に対応いたします。

Workday Pro Talent and Performance Exam 認定 Workday-Pro-Talent-and-Performance 試験問題 (Q51-Q56):

質問 # 51

Refer to the following scenario to answer the question below.

□ 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 Completion Statuses
- B. Maintain Goal Payout Bands
- 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 Period 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 # 52

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**

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 # 53

During testing, you launched a Performance Review event with calibrations and all events are still in progress. You notice that the goals are not populating as planned.

What is the first task you should run before you correct your configuration?

- A. The Mass Rescind Business Process task for Start Performance Review and Launch Calibration, without the subprocesses
- **B. The Mass Rescind Business Process task for Start Performance Review only, including the subprocesses**
- C. The Mass Cancel Business Process task for Start Performance Review and Launch Calibration, including the subprocesses
- D. The Mass Cancel Business Process task for Start Performance Review only, without the subprocesses

正解: B

解説:

This scenario deals with testing a Performance Review event that includes calibrations. Since the goals are not populating as expected, you need to reset the process correctly before fixing the configuration.

Here's why the correct choice is Mass Rescind - Start Performance Review (including subprocesses):

* Rescind vs Cancel

* Rescind: Completely removes the business process instance and all of its subprocesses from the system as if it never occurred. This is the proper action during testing, because it clears the data and lets you start fresh with corrected configuration.

* Cancel: Stops the process, but leaves historical records behind. This is not ideal for configuration testing, because it doesn't fully reset the process state.

* Why Start Performance Review only (not Calibration)

* Calibration events are tied to performance reviews. If you rescind the performance review, the associated calibration processes are also cleared.

* If you attempt to rescind or cancel both Performance Review and Calibration separately, it can cause unnecessary complications.

* Why including subprocesses

* Performance Review has multiple subprocesses (e.g., goal population, manager review, employee self-evaluation, calibration triggers).

* To fully clear the faulty test run, you must include all subprocesses; otherwise, remnants of the process remain in-progress and may block future testing.

* Incorrect Options Explained

* A. Mass Rescind (Performance Review + Calibration, no subprocesses) # Wrong, because calibration rescinds automatically when you rescind the review, and leaving out subprocesses creates incomplete cleanup.

* C. Mass Cancel (Performance Review + Calibration, with subprocesses) # Wrong, because Cancel does not fully reset configuration testing.

* D. Mass Cancel (Performance Review only, no subprocesses) # Wrong, same reason: Cancel is insufficient, and leaving subprocesses active breaks cleanup.

References

* Workday Pro Talent & Performance Study Guide - Calibration & Performance Reviews: "When testing configuration errors, rescind the performance review with all subprocesses. Do not cancel, as this preserves process history and does not allow a clean retest."

* ERP Cloud Training - Workday Performance Review & Calibration: "Rescind clears all subprocesses linked to the review, including calibration. Cancel only halts the process without fully removing it."

* Workday Community Documentation - Mass Business Process Actions: Confirms that Rescind fully clears test data, while Cancel leaves records intact.

質問 # 54

Refer to the following scenario to answer the question below.

□ 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.

When workers create their goals, they need to include a goal description.
Where do you make the goal description a required field?

- A. Maintain Goal Categories task
- **B. Configure Individual Goals section**
- C. Maintain Goal Units task
- D. Configure Organization Goals section

正解: B

解説:

* To make specific goal fields mandatory (such as requiring a goal description), you must configure this in the Configure Individual Goals section of the Maintain Goal Setup task.

* In this section, administrators define which fields are:

* Required (must be completed by the worker),

* Optional, or

* Hidden (not shown to users).

* The Maintain Goal Categories task only sets up categories such as Innovation, Financial, Productivity.

* The Maintain Goal Units task configures measurement units (e.g., percentages, dollars).

* The Configure Organization Goals section governs how enterprise-level organizational goals behave, but does not control whether an individual field like "Description" is required.

Therefore, to enforce that workers must always provide a goal description, you configure this requirement in the Configure Individual Goals section.

References:

Workday Talent & Performance Admin Guide: "Configure Individual Goals section allows fields such as description, due date, and measurement to be marked as required or optional." Workday Pro Talent & Performance study material confirms: "Goal description requirements are set in Configure Individual Goals, not in organization goal setup or categories."

質問 # 55

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.

You need to create a new annual review template with several sections, including Feedback, Goals, Questions, and Competencies.

What component is not a prerequisite to create a new annual review template with these sections?

- A. Feedback Template
- **B. Review Types**
- C. Review Questions
- D. Competencies

正解: B

解説:

* To create a review template with sections such as Feedback, Goals, Questions, and Competencies, you must have these components configured in advance:

* Review Questions# required if the template uses a questions section.

* Feedback Template# required if a feedback section is included.

* Competencies# required if competencies are included.

* Review Types are not a prerequisite to create a review template. They categorize reviews (annual, quarterly, etc.) but are not required in template configuration.

References:

Workday Review Template setup guidelines.

Workday Pro training material: "Questions, feedback templates, and competencies must be configured to build corresponding review sections."

質問 # 56

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Fast2testのWorkdayのWorkday-Pro-Talent-and-Performance試験トレーニング資料は正確性が高く、カバー率が広く、値段も安いです。君がうちの学習教材を購入した後、私たちは一年間で無料更新サービスを提供することができます。もしWorkdayのWorkday-Pro-Talent-and-Performance問題集は問題があれば、或いは試験に不合格になる場合は、全額返金することを保証いたします。

Workday-Pro-Talent-and-Performance対策学習: <https://jp.fast2test.com/Workday-Pro-Talent-and-Performance-premium-file.html>

そして、Workday-Pro-Talent-and-Performance資格証明書を取得すると、あなたの生活、仕事はきっと良くなります。Fast2testのWorkdayのWorkday-Pro-Talent-and-Performance試験トレーニング資料は受験生が模擬試験場で勉強させます、Workday-Pro-Talent-and-Performance試験に向けて勉強しているときは、家族のためなど、仕事に行くのに忙しいかもしれませんが、弊社のWorkdayのWorkday-Pro-Talent-and-Performance練習問題の通過率は他のサイトに比較して高いです、Workday Workday-Pro-Talent-and-Performanceテスト模擬問題集 試験準備のための学習資料を見つけている場合、当社の資料は検索を終了します、Fast2test Workday-Pro-Talent-and-Performance対策学習は皆さんの成功のために存在しているものですから、Fast2test Workday-Pro-Talent-and-Performance対策学習を選択することは成功を選択するのと同じです、Workday Workday-Pro-Talent-and-Performanceテスト模擬問題集 両方の問題集のデモを無料で提供し、ご購入の前に問題集をよく理解することができます。

駒ちゃん、今日は新富の落らくだつたねえ、文句を言おうとシャツを掴んで上目に睨むと、視線の先でひどく寂しげな瞳が揺れていた、そして、Workday-Pro-Talent-and-Performance資格証明書を取得すると、あなたの生活、仕事はきっと良くなります。

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試験準備のための学習資料を見つけている場合、当社の資料は検索を終了します。

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