

Workday-Pro-Talent-and-Performanceオンライン試験 & 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.





ちなみに、GoShiken Workday-Pro-Talent-and-Performanceの一部をクラウドストレージからダウンロードできます：https://drive.google.com/open?id=1Z0gzA1CE5oi5_wdDcUnkNcj819Y33Tjy

GoShikenはきみの貴重な時間を節約するだけでなく、安心して順調に試験に合格するのを保証します。GoShikenは専門のIT業界での評判が高く、あなたがインターネットでGoShikenの部分のWorkday Workday-Pro-Talent-and-Performance「Workday Pro Talent and Performance Exam」資料を無料でダウンロードして、弊社の正確率を確認してください。弊社の商品が好きなのは弊社のたのしいです。

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	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。
トピック 2	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 3	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 4	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 5

- 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。

>> Workday-Pro-Talent-and-Performance オンライン試験 <<

Workday-Pro-Talent-and-Performance 資格トレーニング & Workday-Pro-Talent-and-Performance 試験解説問題

すべての顧客の誠実な要件を考慮して、Workday-Pro-Talent-and-Performance テスト問題は、高品質の製品、思いやりのあるアフターサービスを備えた候補者に約束します。試験での99%の合格率、購入前の無料トライアル、安全なプライバシー保護など、Workday-Pro-Talent-and-Performance トレーニング資料の多くの利点がよく認識されています。お客様の視点から、最適なWorkday-Pro-Talent-and-Performance 模擬試験へのすべてのお客様の信頼とフィードバックを大切に、最良の選択になります。

Workday Pro Talent and Performance Exam 認定 Workday-Pro-Talent-and-Performance 試験問題 (Q12-Q17):

質問 # 12

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

正解: A

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 # 13

An organization has recently started the talent review process. A manager wants to take action on assigned tasks, while also viewing the team's current performance ratings and potential assessments.

What report would allow the manager to do so?

- A. Talent Snapshot report
- B. Employee Review Status Summary report
- C. Talent Review Status Summary report
- D. My Team's Performance Reviews report

正解: C

解説:

* The Talent Review Status Summary report provides managers with visibility into their team's current performance ratings, potential assessments, and status within the talent review cycle.

* It also allows them to take action on assigned tasks during the process.

* Incorrect options:

* A. Employee Review Status Summary # shows progress of performance reviews, not talent reviews.

* C. My Team's Performance Reviews # focused only on performance review tasks.

* D. Talent Snapshot # shows detailed worker profiles, not task/action tracking in talent reviews.

References:

Workday delivered reporting catalog.

Workday Pro Talent Review training content.

質問 # 14

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

正解: B

解説:

* When a performance review template uses Item Averaging:

* Workday calculates the average rating across all rated items within the sections.

* Each item carries equal weight, regardless of section or item weighting.

* If weighting was required, you would instead use Weighted 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."

質問 # 15

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 Payout Bands
- B. Maintain Goal Completion Statuses
- **C. Maintain Goal Periods**
- D. Maintain Goal Categories

正解: C

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 # 16

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

正解: D

解説:

- * 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.

質問 # 17

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我々GoShikenから一番質高いWorkday-Pro-Talent-and-Performance問題集を見つけられます。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。あなたは我が社のWorkday-Pro-Talent-and-Performance練習問題を勉強して、試験に合格する可能性は大きくなります。WorkdayのWorkday-Pro-Talent-and-Performance資格認定証明書を取得したいなら、我々の問題集を入手してください。

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

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