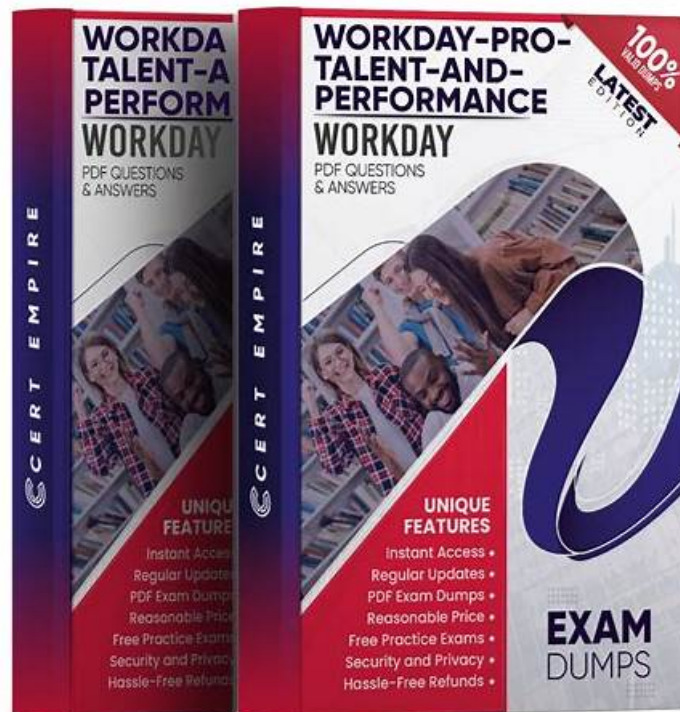


Workday-Pro-Talent-and-Performance Bestehen Sie Workday Pro Talent and Performance Exam! - mit höhere Effizienz und weniger Mühen



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Die Prüfungsunterlagen zur Workday Workday-Pro-Talent-and-Performance Zertifizierungsprüfung werden nach dem Lehrkompendium und den echten Prüfungen bearbeitet. Wir aktualisieren auch ständig unsere Schulungsunterlagen, so dass Sie in erster Zeit die neuesten und besten Informationen bekommen. Wenn Sie unsere Schulungsunterlagen zur Workday Workday-Pro-Talent-and-Performance Zertifizierungsprüfung kaufen, können Sie einen einjährigen kostenlosen Update-Service bekommen. Sie können jederzeit Abonnementzeit verlängern, so dass Sie mehr Zeit haben, sich auf die Workday Workday-Pro-Talent-and-Performance Prüfung vorzubereiten.

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

Thema	Einzelheiten
Thema 1	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 2	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 3	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 4	• 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 5	• 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.

>> Workday-Pro-Talent-and-Performance Dumps <<

Workday-Pro-Talent-and-Performance Online Prüfungen, Workday-Pro-Talent-and-Performance Probesfragen

Die Konkurrenz in der IT-Branche im 21. Jahrhundert ist sehr hart. Natürlich ist die Workday Workday-Pro-Talent-and-Performance Zertifizierungsprüfung zu einer sehr beliebten Prüfung im IT-Bereich geworden. Immer mehr Menschen beteiligen sich an der Workday-Pro-Talent-and-Performance Prüfung. Die Prüfung zu bestehen, ist auch der Traum der ambitionierten IT-Fachleuten.

Workday Pro Talent and Performance Exam Workday-Pro-Talent-and-Performance Prüfungsfragen mit Lösungen (Q10-Q15):

10. 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.

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 Questions
- C. Competencies
- **D. Review Types**

Antwort: D

Begründung:

* 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."

11. Frage

A manager wants to cascade a goal to several workers.

What option is available in the Add Goal to Employees task?

- A. Succession Pool
- B. Job Profile
- C. Job Family
- **D. Organizations**

Antwort: D

Begründung:

- * In the Add Goal to Employees task, managers can cascade or assign goals to groups of workers.
- * The available grouping option is by Organizations (e.g., supervisory organizations, cost centers, custom organizations).
- * Succession Pools, Job Profiles, and Job Families are not selection criteria in this task. Those are used in talent or competency management contexts but not in mass goal assignment.

References:

Workday Talent & Performance documentation, Goal Management section.

Workday Pro Talent & Performance training guide: "Add Goal to Employees allows assignment to selected workers or by organizations, not by succession pools, job profiles, or job families."

12. Frage

What field does Workday require when you create a competency?

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

Antwort: A

Begründung:

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."

13. Frage

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

Antwort: B

Begründung:

- * 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."

14. Frage

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

Antwort: A

Begründung:

- * 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."

15. Frage

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Viele IT-Leute sind sich einig, dass Workday Workday-Pro-Talent-and-Performance Zertifikat ein Sprungbrett zu dem Höhepunkt der IT-Branche ist. Deshalb kümmern sich viele IT-Experten um die Workday Workday-Pro-Talent-and-Performance Zertifizierungsprüfung.

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