

Workday-Pro-Talent-and-Performance Übungsmaterialien & Workday-Pro-Talent-and- Performance realer Test & Workday-Pro-Talent-and- Performance Testvorbereitung



Durch Workday Workday-Pro-Talent-and-Performance Zertifizierungsprüfung wird sich viel Wandel bei Ihnen vollziehen. Beispielsweise werden Ihr Beruf und Leben sicher viel verbessert, weil die Workday Workday-Pro-Talent-and-Performance Zertifizierungsprüfung sowieso eine ziemlich wichtige Prüfung ist. Aber so einfach ist es nicht, diese Prüfung zu bestehen.

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

Thema	Einzelheiten
Thema 1	<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 2	<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 3	<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 4	<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 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.

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Workday-Pro-Talent-and-Performance Online Test, Workday-Pro-Talent-

and-Performance Online Prüfungen

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Workday Pro Talent and Performance Exam Workday-Pro-Talent-and-Performance Prüfungsfragen mit Lösungen (Q19-Q24):

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

Antwort: A

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."

20. Frage

Refer to the following scenario to answer the question below.

The screenshot displays the 'Maintain Goal Setup' page in Workday. The main heading is 'Configure Individual Goals'. Below this, there is a table with the following columns: 'Process', '*Field', '*Criteria', 'Enforce Required in Web Services', 'Hidden For', and 'Required For'. A 'Manage Goals' button is located at the bottom left of the table. A watermark 'zertsoft.com' is visible across the image.

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 Periods**
- C. Maintain Goal Categories
- D. Maintain Goal Completion Statuses

Antwort: B

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."

21. Frage

A manager starts the Assess My Team's Potential task.

What option allows them to suggest workers for a job profile and if enabled tracking potential successors for a succession plan?

- A. Review Rating
- B. Retention
- C. Achievable Level
- **D. Nominations**

Antwort: D

Begründung:

- * In the Assess My Team's Potential task, managers can make Nominations:
- * Suggest workers for specific job profiles.
- * Track potential successors for succession plans (if enabled).
- * Incorrect options:
- * A. Achievable Level # indicates ceiling level, not succession tracking.

* B. Retention # measures likelihood of leaving, unrelated to succession nominations.

* C. Review Rating # performance measure, not tied to suggesting successors.

References:

Workday Talent & Succession Guide: "Nominations in Assess My Team's Potential allow managers to suggest successors and link to succession plans."

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

Antwort: B

Begründung:

* 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."

23. 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.

The New Hire 90 Day Check-In template has several sections, including Questions and Overall. As an administrator, you want to schedule this process to route to all new hires each month.

What Employee Review Template configuration restricts the template to only new hires after 90 days?

- A. Layout Override
- **B. Applies to**
- C. Review Type
- D. Period Start Date/Period End Date

Antwort: B

Begründung:

* The Applies To field on the Employee Review Template determines which population is eligible for the review.

* To restrict the 90-Day Check-In template so that it only applies to new hires after 90 days, you configure the Applies To criteria accordingly (e.g., based on hire date relative to review launch date).

* Incorrect options:

* Review Type# categorizes reviews (annual, quarterly, etc.), but does not restrict worker population.

* Period Start/End Dates# define review timeframe, not eligibility rules.

* Layout Override# controls template layout, not applicability.

References:

Workday Employee Review Template configuration guide.

Workday Pro Talent & Performance exam prep: "Use Applies To to restrict review templates to new hires after 90 days."

