Workday-Pro-Talent-and-Performance学習資料 & Workday-Pro-Talent-and-Performance資料的中率

さらに、JPNTest Workday-Pro-Talent-and-Performanceダンプの一部が現在無料で提供されています：https://drive.google.com/open?id=1nQkBLvaBRszIrOuTJzK0mmN5LbxF5jTZ

JPNTestは多くの認証業界の評判を持っています。それは我々はWorkdayのWorkday-Pro-Talent-and-Performance問題集やWorkday-Pro-Talent-and-PerformanceスタディガイドやWorkday-Pro-Talent-and-Performance問題と解答がたくさんありますから。現在のサイトで最もプロなITテストベンダーとして我々は完璧なアフターサービスを提供します。全てのお客様に追跡サービスを差し上げますから、あなたが買ったあとの一年間で、弊社は全てのお客様に問題集のアップグレードを無料に提供します。その間で認定テストセンターのWorkdayのWorkday-Pro-Talent-and-Performance試験問題は修正とか表示されたら、無料にお客様に保護して差し上げます。WorkdayのWorkday-Pro-Talent-and-Performance試験問題集はJPNTestのIT領域の専門家が心を込めて研究したものですから、JPNTestのWorkdayのWorkday-Pro-Talent-and-Performance試験資料を手に入れると、あなたが美しい明日を迎えることと信じています。

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	• 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.
トピック 2	• 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.
トピック 3	• 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.

トピック 4	• 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.
トピック 5	• 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.

>> Workday-Pro-Talent-and-Performance学習資料 <<

Workday-Pro-Talent-and-Performance資料的中率 & Workday-Pro-Talent-and-Performance受験対策解説集

JPNTestは、Workday市場で入手できる他の試験教材とは異なり、Workday-Pro-Talent-and-Performance学習トレントは、紙だけでなく携帯電話を使用して学習できるように、さまざまなバージョンを特別に提案しました。興味や習慣に応じて、Workday-Pro-Talent-and-Performanceトレーニングガイドのバージョンを選択できます。バリューパックを購入すると、3つのバージョンがすべて揃っており、価格は非常に優遇されており、すべての学習体験を楽しむことができます。これは、これら3つのバージョンがもたらすWorkday Pro Talent and Performance Exam利便性のために、いつでもどこでもWorkday-Pro-Talent-and-Performance試験エンジンを学習できることを意味します。

Workday Pro Talent and Performance Exam 認定 Workday-Pro-Talent-and-Performance 試験問題 (Q28-Q33):

質問 #28
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. Allow User to Add Existing Goals Manually
- B. Show Additional Rating to Employee
- C. Load Relevant Goals
- D. Items Rated

正解：C

解説：
* To automatically include goals that workers set before the review began, enableLoad Relevant Goalson 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."

質問 #29
Your organization has detailed new goals that are tied to your divisions. The manager of each division needs to create a goal, then distribute that goal to their direct reports.
What task do managers use to accomplish this?

- A. Create Goal for Worker
- B. Maintain Goal Completion Statuses
- C. Add Goal To Employees
- D. Manage Organization Goals

正解： **D**

解説：
* Add Goal To Employeesis used for bulk assigning existing goals to workers, not for creating new organizational goals.
* Maintain Goal Completion Statusesis used to track and update progress, not goal creation.
* Create Goal for Workerapplies only to individual workers.
* Manage Organization Goalsis the correct task for a manager to create a goal at thedivision or supervisory organization leveland cascade it to their direct reports.
References:
Workday Talent & Performance: Goal Management.
Workday Pro study guide: "Managers use Manage Organization Goals to create and cascade organizational goals to their teams."

質問 # 30
The HR department wants to gather talent information from their employees and managers.
What business process can they use?

- A. Launch Talent Review
- B. Launch Calibration
- C. Start Performance Review
- D. Complete Manager Evaluation

正解： **A**

解説：
* TheLaunch Talent Reviewbusiness process is used by HR and Talent Partners to gather, review, and calibrate employee information from both employees and managers.
* It provides a structured way to collect talent-related data (performance, potential, risk of loss, impact of loss, etc.) for workforce planning and succession.
* Incorrect options:
* Complete Manager Evaluation# part of performance reviews, not general talent data gathering.
* Launch Calibration# aligns ratings but does not broadly gather talent information.
* Start Performance Review# focused on annual/performance evaluations, not holistic talent review.
References:
Workday Talent Review documentation:"Launch Talent Review is the business process to gather talent information from employees and managers."

質問 # 31
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. Allow User to Add Existing Goals Manually
- B. Show Additional Rating to Employee
- C. Load Relevant Goals
- D. Items Rated

正解： **C**

解説：
* To automatically include goals that workers set before the review began, enableLoad Relevant Goalson 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."

質問＃32

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

正解：B

解説：
* To make specific goal fieldsmandatory(such as requiring a goal description), you must configure this in theConfigure Individual Goals sectionof theMaintain Goal Setuptask.
* In this section, administrators define which fields are:
* Required(must be completed by the worker),
* Optional, or
* Hidden(not shown to users).

* TheMaintain Goal Categories taskonly sets up categories such as Innovation, Financial, Productivity.
* TheMaintain Goal Units taskconfigures measurement units (e.g., percentages, dollars).
* TheConfigure Organization Goals sectiongoverns 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 theConfigure 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 #33
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JPNTestは１００％の合格率を保証するだけでなく、1年間の無料なオンラインのWorkday-Pro-Talent-and-Performance問題更新を提供しております。最新の資源と最新の動態が第一時間にお客様に知らせいたします。何の問題があったらお気軽に聞いてください。

Workday-Pro-Talent-and-Performance資料的中率：https://www.jpntest.com/shiken/Workday-Pro-Talent-and-Performance-mondaishu

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