

# Workday Workday-Pro-Talent-and-Performance資格關連題、Workday-Pro-Talent-and-Performance資料勉強



## 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.



### Training





無料でクラウドストレージから最新のJpexam Workday-Pro-Talent-and-Performance PDFダンプをダウンロードする：<https://drive.google.com/open?id=1uxlD7EghWs2osjUPkxkBluzRfWVH107p>

当社Jpexamは常に業界標準を順守しています。最新のWorkday-Pro-Talent-and-Performance実際のダンプの定期的な試験問題に精通している専門家の助けを借りて。彼らはあなたの知識に飢えた心を満たすことができます。また、Workday-Pro-Talent-and-Performance試験クイズは品質保証されています。ここ数年、お客様に高品質のWorkday-Pro-Talent-and-Performance実践教材を提供することに専念することで、すべてのコンテンツが実践と記憶に不可欠な部分であることを保証できます。

### 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	<ul style="list-style-type: none"> <li>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.</li> </ul>
トピック 2	<ul style="list-style-type: none"> <li>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.</li> </ul>
トピック 3	<ul style="list-style-type: none"> <li>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.</li> </ul>
トピック 4	<ul style="list-style-type: none"> <li>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.</li> </ul>
トピック 5	<ul style="list-style-type: none"> <li>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.</li> </ul>

## 試験の準備方法-実地的な Workday-Pro-Talent-and-Performance資格関連 題試験-完璧な Workday-Pro-Talent-and-Performance資料勉強

試験の知識が豊富な専門家によってコンパイルされた Workday-Pro-Talent-and-Performance試験トレントをすべての受験者に提供し、Workday-Pro-Talent-and-Performance学習教材のコンパイルの経験が豊富です。最新バージョンを入手したら、できるだけ早くメールボックスに送信します。Workday-Pro-Talent-and-Performance試験問題では、学生が練習に20~30時間を費やすだけでWorkday-Pro-Talent-and-Performance試験に合格する自信が持てるので、一部の労働者にとっては非常に便利です。Workday-Pro-Talent-and-Performance試験に合格して目標を達成するための最良のツールでなければなりません。

### Workday Pro Talent and Performance Exam 認定 Workday-Pro-Talent-and-Performance 試験問題 (Q10-Q15):

#### 質問 # 10

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

正解: D

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 # 11

You want to create an organization goal for the workers in a supervisory organization.

When creating the organization goal, what most recent period defaults into the Goal Period field?

- A. The goal period assigned to its immediate superior supervisory organization.
- **B. The most recent goal period assigned to a goal in the specific supervisory organization.**
- C. The first goal period created in the tenant.

- D. The goal period on any worker record in the supervisory organization.

正解: B

解説:

Comprehensive Detailed Explanation

\* When creating an organization goal, Workday defaults the Goal Period field to the most recent goal period used in the specific supervisory organization.

\* It does not inherit from superior organizations, worker records, or the first goal period created in the tenant.

\* This ensures consistency within the supervisory organization's existing goal cycles.

References:

Workday documentation on Goal Period defaulting behavior.

Workday Pro Talent & Performance guide: "For new organizational goals, the Goal Period defaults to the most recent goal period assigned within that supervisory organization."

### 質問 # 12

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

正解: D

解説:

\* 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."

### 質問 # 13

You want to create a performance review template with only an Overall section where the manager has to choose a rating.

What configuration option accomplishes this?

- A. Calculated Ratings with No Overrides
- B. Calculated Ratings with Overrides
- **C. Prompt for Overall Rating**
- D. Manual Entry

正解: C

解説:

\* When you want a performance review template with only an Overall section, the correct configuration is Prompt for Overall Rating.

\* This option requires the manager to provide a single overall rating without averaging or weighting items.

- \* Other options:
- \* Manual Entry# applies to ratings on items, not a single overall section.
- \* Calculated Ratings with No Overrides# automatically calculates from section ratings (not desired here).
- \* Calculated Ratings with Overrides# allows calculation plus manual override, but still requires sections/items.

References:

Workday review template setup documentation.

Pro exam study notes: "Use Prompt for Overall Rating when only an overall section rating is required."

#### 質問 # 14

While configuring the Performance Review business process, you added a Complete Additional Manager Evaluation step. However, when testing, the manager is not receiving the Inbox task to select other managers.

What do you configure on the employee review template to route this step to the manager's Inbox?

- A. Enable the Additional Manager Evaluation for All Sections on the Other Reviewer Options section.
- B. Require Additional Managers to enter a comment in the Overall section.
- C. Add a rule in the Applies To field to limit performance reviews to workers with additional jobs.
- D. Add a competencies section to the template.

正解: A

解説:

\* When you add a Complete Additional Manager Evaluation step in the Performance Review BP, the system only generates the Inbox task if the employee review template is configured to allow it.

\* This is controlled in the Other Reviewer Options section of the template.

\* You must enable "Additional Manager Evaluation for All Sections" for the task to route correctly.

\* Incorrect options:

\* A. Adding a competencies section is unrelated to routing.

\* B. Requiring comments in the Overall section doesn't trigger the step.

\* D. Applies To field rules limit applicability but won't control routing to the direct manager.

References:

Workday Employee Review Template configuration guide.

Workday Pro exam material: "Enable Additional Manager Evaluation for All Sections in the template to activate the BP step."

#### 質問 # 15

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被験者は、定期的に計画を立て、自分の状況に応じて目標を設定し、研究を監視および評価することにより、学習者のプロフィールを充実させる必要があります。Workday-Pro-Talent-and-Performance試験の準備に役立つからです。試験に合格して関連する試験を受けるには、適切な学習プログラムを設定する必要があります。当社からWorkday-Pro-Talent-and-Performanceテストガイドを購入し、それを真剣に検討すると、最短時間でWorkday-Pro-Talent-and-Performance試験に合格するのに役立つ適切な学習プランが得られると考えています。

**Workday-Pro-Talent-and-Performance資料勉強:** [https://www.jpexam.com/Workday-Pro-Talent-and-Performance\\_exam.html](https://www.jpexam.com/Workday-Pro-Talent-and-Performance_exam.html)

- Workday-Pro-Talent-and-Performance模擬試験問題集 □ Workday-Pro-Talent-and-Performance真実試験 □ Workday-Pro-Talent-and-Performance試験準備 □ ➡ [www.goshiken.com](http://www.goshiken.com) □ に移動し、➤ Workday-Pro-Talent-and-Performance □ を検索して、無料でダウンロード可能な試験資料を探します Workday-Pro-Talent-and-Performanceテスト模擬問題集
- Workday-Pro-Talent-and-Performance認定試験の受験に対する対策 □ ➤ [www.goshiken.com](http://www.goshiken.com) □ は、{ Workday-Pro-Talent-and-Performance } を無料でダウンロードするのに最適なサイトです Workday-Pro-Talent-and-Performance資格認証攻略
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