

# 効果的-素敵なWorkday-Pro-Talent-and-Performance復習教材試験-試験の準備方法Workday-Pro-Talent-and-Performance合格体験談



2026年Pass4Testの最新Workday-Pro-Talent-and-Performance PDFダンプおよびWorkday-Pro-Talent-and-Performance試験エンジンの無料共有: <https://drive.google.com/open?id=1xr9bInt6XeOuMCdhewtJLYbQCmTJ-eBl>

弊社のWorkday-Pro-Talent-and-Performance問題集は大勢の専門家たちの努力で開発される成果です。初心者といい、数年IT仕事を従事した人といい、我々Pass4TestのWorkday Workday-Pro-Talent-and-Performance問題集は最良の選択であると考えられます。なぜならば、弊社は高品質かつ改革によってすぐに更新できるWorkday-Pro-Talent-and-Performance問題集を提供できるからです。

## 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	<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>
トピック 2	<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 3	<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 4	<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 5	<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>

>> Workday-Pro-Talent-and-Performance復習教材 <<

## 認定する Workday-Pro-Talent-and-Performance | 信頼的な Workday-Pro-Talent-and-Performance復習教材試験 | 試験の準備方法 Workday Pro Talent and Performance Exam合格体験談

どのように Workday Workday-Pro-Talent-and-Performance試験に準備すると悩んでいますか。我々社の Workday-Pro-Talent-and-Performance問題集を参考した後、ほっとしました。弊社の Workday-Pro-Talent-and-Performanceソフト版問題集はかねてより多くのIT事業をしている人々は順調に Workday Workday-Pro-Talent-and-Performance資格認定を取得させます。試験にパスする原因は我々問題集の全面的で最新版です。

### Workday Pro Talent and Performance Exam 認定 Workday-Pro-Talent-and-Performance 試験問題 (Q42-Q47):

#### 質問 # 42

What do you use a talent pool for?

- A. To organize workers by hierarchical structure.
- B. To assess the readiness of internal candidates and consider external candidates for job profiles.
- **C. To organize and segment groups of workers for development.**
- D. To create a short list of ranked candidates who are preparing to take over a position.

正解: C

解説:

- \* Talent Pools are designed to group employees for development and succession planning purposes.
- \* They help organizations track readiness, identify high potentials, and prepare workers for future roles.
- \* Incorrect options:
- \* A. Organizing by hierarchy is done via Supervisory Organizations, not talent pools.
- \* B. A short list of ranked candidates is closer to Succession Planning, not talent pools.
- \* D. Assessing readiness for job profiles (including external candidates) is Succession Planning, not pools.

References:

Workday Talent Management Guide: "Talent pools are collections of workers for development and growth opportunities." Workday Pro Talent & Performance certification prep.

#### 質問 # 43

What task do you configure to use suggested skills?

- A. Edit Tenant Setup - System
- **B. Maintain Skills and Experience Setup**
- C. Edit Tenant Setup - HCM

- D. Configure Optional Fields

正解: B

解説:

- \* Suggested skills functionality is enabled and configured using the Maintain Skills and Experience Setup task.
- \* This controls whether Workday will suggest skills to workers based on their profiles and activity.
- \* Incorrect options:
- \* Edit Tenant Setup - System and Edit Tenant Setup - HCM# global settings, not skill suggestions.
- \* Configure Optional Fields# defines visibility of fields but not skill suggestion functionality.

References:

Workday Talent & Performance documentation: "Suggested skills are configured in Maintain Skills and Experience Setup." Pro Talent certification material confirms this task.

#### 質問 # 44

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.

Workers' individual goals fall within one of three groups: Innovation, Financial, or Productivity.

Where do you configure the groupings?

- A. Configure Goals to Review section
- **B. Maintain Goal Categories task**
- C. Configure Talent Tags task
- D. Configure Organization Goals section

正解: B

解説:

- \* In the scenario, each worker's goal must fall under one of three groupings: Innovation, Financial, Productivity.
- \* These groupings are set up using Goal Categories.
- \* The Maintain Goal Categories task allows administrators to define these categories and enforce categorization for goal entry.
- \* Incorrect options:
- \* Configure Goals in Review section# affects reviews, not groupings.
- \* Configure Organization Goals section# applies to enterprise-level goals, not categorization.
- \* Configure Talent Tags task# defines tags used for reporting, not enforced groupings.

References:

Workday Goal Management admin setup: "Use Maintain Goal Categories to define groupings for goals." Workday Pro Talent & Performance certification material: Goals must be categorized via categories, not talent tags.

#### 質問 # 45

Your organization launches talent reviews for the entire organization on an annual basis. You created a new Talent Lead security group to initiate the talent review event.

What do you need to modify to enable this configuration?

- A. The Launch Talent Reviews business process security policy
- B. The Talent Review business process security policy
- C. Both the Talent Review business process security policy and the Talent Review domain security policy
- **D. Both the Launch Talent Reviews business process security policy and the Talent Review domain security policy**

正解: D

解説:

This scenario involves enabling a new security group (Talent Lead) to initiate Talent Review events in Workday. To achieve this, you need to configure both the business process security and domain security that govern Talent Reviews.

- \* Launch Talent Reviews business process security policy

- \* This policy controls who has permission to initiate the Talent Review event.
  - \* Without updating this, the new Talent Lead group cannot start the review process.
  - \* Talent Review domain security policy
  - \* This policy governs access to Talent Review objects, such as templates, review events, grids, and attributes.
  - \* Without updating domain security, even if the group can launch the process, they will not be able to view or interact with the talent review itself.
  - \* Incorrect alternatives
  - \* Option B (Launch Talent Reviews only): This would allow the group to initiate the process, but they would lack access to view or work with the reviews.
  - \* Option C (Talent Review business process security policy): There is no generic "Talent Review business process"; the correct one is "Launch Talent Reviews."
  - \* Option D (Talent Review business process + domain security): Misstated. The business process in question is "Launch Talent Reviews," not a general Talent Review business process.
- Therefore, the correct answer is to update both the Launch Talent Reviews business process security policy and the Talent Review domain security policy so that the Talent Lead group has both initiation rights and access permissions.

#### References

- \* Workday Pro Talent & Performance Certification Guide - Security in Talent Reviews: Explains that both business process security and domain security must be configured for security groups responsible for launching talent reviews.
- \* ERP Cloud Training - Talent Review Security: Notes that business process security grants initiation rights, while domain security controls access to objects and review content.
- \* Workday Community Documentation - Talent Review Setup: Confirms that both the Launch Talent Reviews business process policy and the Talent Review domain security policy must be modified when a new security group is added to initiate reviews.

#### 質問 # 46

You recently created a talent pool to help develop potential new managers. You added ten managers to the pool. Now you want to assign two self-development goals to each member of the talent pool.

What task allows you to assign those two goals to all members in one event?

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

正解: C

#### 解説:

In Workday Talent & Performance, when you want to assign goals to a group of employees (such as everyone in a talent pool), you must use the "Add Goal To Employees" task.

Here's why:

- \* Create Goal for Worker
- \* This task is specific to one worker at a time. It would not allow you to mass-assign goals to multiple workers.
- \* Suitable when you want to add a goal for an individual employee.
- \* Manage Organization Goals
- \* Used to define organization-wide goals (e.g., company objectives).
- \* These can be cascaded, but they are not tied to an action that assigns two goals directly to all members of a talent pool.
- \* Maintain Goals Setup
- \* This is for configuring goal settings (e.g., categories, weights, behaviors) at the tenant level.
- \* It doesn't execute the action of assigning goals to workers.
- \* Add Goal To Employees
- \* Specifically designed for mass goal assignment.
- \* You can select multiple employees (for example, all 10 members of your talent pool) and assign the same goals in a single event.
- \* This is the only option that fulfills the requirement of assigning two self-development goals to all members in one step.

#### #References

- \* Talent & Performance Study Guide topics:
- \* Goal Management: Covers the difference between worker-specific vs. mass goal actions.
- \* Talent Pools: Workday documentation explains that pools are often used for succession planning and development, and "Add Goal to Employees" is the correct bulk action for assigning development activities.
- \* External Training Reference: ERP Cloud Training notes that "The Add Goal To Employees task allows administrators to assign multiple goals across groups such as talent pools or organizations, enabling faster alignment with development plans." #web source on Talent & Performance training#



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