Workday-Pro-Talent-and-Performance높은통과율덤프샘플다운 & Workday-Pro-Talent-and-Performance 100％시험패스덤프

지금 같은 세대에 많은 분들이 IT업계에 관심을 가지고 있습니다. 이렇게 인재가 많은 사회에서 IT관련인사들은 아직도 적은 편입니다. 면접 시에도 IT인증 자격증유무를 많이들 봅니다. 때문에 IT자격증이 많은 인기를 누리고 있습니다.이런 살아가기 힘든 사회에서 이런 자격증들 또한 취득하기가 넘 어렵습니다.Workday Workday-Pro-Talent-and-Performance인증시험 또한 아주 어려운 시험입니다. 많은 분들이 응시하지만 통과하는 분들은 아주 적습니다.

Workday Workday-Pro-Talent-and-Performance 시험요강:

주제	소개
주제 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.
주제 2	• 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.
주제 3	• 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.
주제 4	• 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.
주제 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-Performance높은 통과율 덤프샘플 다운 100％시험패스 덤프공부자료

ExamPassdump에서 Workday인증 Workday-Pro-Talent-and-Performance덤프를 구입하시면 퍼펙트한 구매후 서비스를 제공해드립니다. Workday인증 Workday-Pro-Talent-and-Performance덤프가 업데이트되면 업데이트된 최신버전을 무료로 서비스로 드립니다. 시험에서 불합격성적표를 받으시면 덤프구매시 지불한 덤프비용은 환불해드립니다.

최신 Human Capital Management Workday-Pro-Talent-and-Performance 무료샘플문제 (Q40-Q45):

질문 # 40
You are using a performance review template and a goal is not populating into an employee's review.
What could cause this issue?

- A. The goal has milestones that are not in Complete status.
- B. The goal is in Not Started status.
- C. The goal was created using the Cascade Goals business process.
- D. The goal due date falls outside the period start and end dates of the template.

정답：D

설명：
* For a goal to populate into a performance review, itsdue datemust align with thereview template's start and end period.
* If the goal falls outside that timeframe, Workday will not pull it into the review.
* Other options are not correct:
* Cascade Goals# does not prevent goals from being included.
* Milestones not Complete# milestone status does not block goal population.
* Not Started status# goals can still populate even if not started.
References:
Workday Performance Review setup guide:"Goals populate into reviews if their due dates fall within the template's defined period."
Workday Pro Talent & Performance exam prep: Goal alignment with template period is required.

질문 # 41
Refer to the following scenario to answer the question below.
Your Performance Review business process includes the following steps:
(a) Set Review Content
(b) Get Additional Reviewers
(c) Complete Self Evaluation
(d) Complete Manager Evaluation
For the Get Additional Reviewers step, a worker submits reviewer names, then their manager needs to approve the proposed additional reviewers.
Where would you configure this approval step?

- A. On the Performance Review business process, immediately after the Get Additional Reviewers step
- B. On the Get Additional Reviewers subprocess, immediately after the initiation step
- C. On the Performance Review business process, immediately after the Complete Manager Evaluation step
- D. On the Get Additional Reviewers subprocess, immediately after the Complete Additional Evaluation for Performance Review step

정답：B

설명：
* TheGet Additional Reviewers subprocessis responsible for collecting reviewer nominations.
* If you want themanager to approve reviewer namesafter a worker submits them, you configure anApproval step inside this subprocess.
* It should be placedimmediately after the initiation stepto ensure manager approval occurs before reviewers are finalized.

* Incorrect options:
* A. Adding approval in the main Performance Review BP won't tie it directly to the reviewer nominations.
* B. Placing approval after "Complete Additional Evaluation" is too late-reviewers would already be acting.
* C. Approval after manager evaluation is unrelated to reviewer setup.
References:
Workday Performance Review subprocess design documentation.
Workday Pro Talent & Performance exam prep: "Manager approval of reviewer nominations must be configured in the Get Additional Reviewers subprocess."

질문 # 42
You want to create a talent pool that automatically updates its members based on criteria. You also want those in the Manager role to only have permissions to the members of their organization.
What type of talent pool do you create?

- A. Open Static Talent Pool
- B. Restricted Dynamic Talent Pool
- C. Restricted Static Talent Pool
- D. Open Dynamic Talent Pool

정답： B

설명：
* A Dynamic Talent Pool automatically updates membership based on the results of a saved search.
* Making it Restricted ensures that access is limited-so only Managers have visibility/permissions to the members of their supervisory organization.
* Incorrect options:
* Open Dynamic# open visibility, not restricted by role.
* Open Static# membership is manual, not automatic, and visibility is open.
* Restricted Static# membership is manual, not dynamic.
References:
Workday Talent Pool documentation:"Restricted Dynamic Talent Pools allow managers to see only their organizational members with dynamic updates."

질문 # 43
An enterprise uses only the job management staffing model.
What option groups workers for succession purposes?

- A. Succession Plans
- B. Development Plan
- C. Candidate Pools
- D. Succession Pools

정답： D

설명：
* Even when using a job management staffing model, organizations use Succession Pools to group workers for succession planning.
* Pools identify workers with potential to step into key roles in the future.
* Incorrect options:
* A. Development Plan # defines individual growth steps, not succession grouping.
* B. Candidate Pools # used in recruiting, not succession.
* C. Succession Plans # tied to specific positions or job profiles, not used for general grouping in job management models.
References:
Workday Succession Planning guide:"Succession Pools are used to group workers in job management staffing models."

질문 # 44
When a position has a succession plan, what talent attribute identifies the timeframe that you expect a specific worker to move into that position?

- A. Retention
- B. Readiness
- C. Potential
- D. Achievable Level

정답：B

설명：
* In succession planning, theReadinesstalent attribute represents thetimeframein which a worker is expected to be ready to move into a position (e.g., "Ready Now," "1-2 Years," "3-5 Years").
* Incorrect options:
* A. Achievable Level # indicates the highest role/level a worker may reach, not timeframe.
* B. Retention # risk of employee leaving, not succession readiness.
* D. Potential # overall growth capacity, not time-based readiness.
References:
Workday Succession Planning documentation:"Readiness specifies the timeframe for potential successors."

질문 # 45

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