

Workday-Pro-Talent-and-Performance試験の準備方法 | 便利なWorkday-Pro-Talent-and-Performance関連資 格知識試験 | 完璧なWorkday Pro Talent and Performance Exam受験資料更新版



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.





P.S. JPNTestがGoogle Driveで共有している無料かつ新しいWorkday-Pro-Talent-and-Performanceダン
プ: <https://drive.google.com/open?id=1nQkBLvaBRszIrOuTJzK0mmN5LbxF5jTZ>

Workday-Pro-Talent-and-Performance学習ガイドは、世界で非常に効率的なツールです。私たちに知られているように、私たちの現代世界では、誰もがより速く、より良く、よりスマートに物事を行うことを求めているので、生産性ハックが信じられないほど人気があるのも不思議ではありません。そのため、学習ツールの重要性を認識する必要があります。お客様の学習効率を高めるために、当社のWorkday-Pro-Talent-and-Performanceトレーニング資料は、当社の多くの専門家によって設計されました。Workday-Pro-Talent-and-Performance学習教材は、すべての人々が学習効率を向上させるのに非常に役立ちます。

WorkdayのWorkday-Pro-Talent-and-Performance認定試験に合格するためにたくさん方法があって、非常に少ないの時間とお金を使いのは最高で、JPNTestが対応性の訓練が提供いたします。

>> Workday-Pro-Talent-and-Performance関連資格知識 <<

試験の準備方法-権威のあるWorkday-Pro-Talent-and-Performance関連資格知識試験-信頼できるWorkday-Pro-Talent-and-Performance受験資料更新版

21世紀には、{Examcode}認定は受験者の特定の能力を表すため、社会でますます認知されるようになりました。ただし、{Examcode}認定を取得するには、Workday-Pro-Talent-and-Performance試験の準備に多くの時間を費やす必要があります。Workday-Pro-Talent-and-Performance模擬試験を購入すると、当社のウェブサイトはプロの技術を使用してすべてのユーザーのプライバシーを暗号化し、ハッカーの盗用を防ぎます。私たちは、ビジネスがお客様のために十分に考慮された場合にのみ継続できると考えているため、当社の評判を損なうような行為は一切行いません。Workday-Pro-Talent-and-Performance試験問題に完全な信頼を寄せていただければ幸いです。失望することはありません。

Workday Pro Talent and Performance Exam 認定 Workday-Pro-Talent-and-Performance 試験問題 (Q41-Q46):

質問 # 41

An organization wants to assign the same employee on two succession plans.
What task should they use to complete this?

- A. Manage Succession Plan
- B. Create Succession Pool
- C. Copy Succession Plan Candidates
- D. Move Succession Plan

正解: A

解説:

* The Manage Succession Plan task allows administrators or managers to assign employees to one or more succession plans, including assigning the same employee to multiple plans.

* Incorrect options:

* A. Create Succession Pool # creates a new pool, unrelated to assigning to multiple plans.

* B. Move Succession Plan # used for plan reorganization, not assigning individuals.

* C. Copy Succession Plan Candidates # duplicates candidate lists from one plan to another, but is not the standard method for assignment.

References:

Workday Succession Planning configuration documentation.

Workday Pro Talent & Performance study guide: "Use Manage Succession Plan to add workers to one or multiple plans."

質問 # 42

Refer to the following scenario to answer the question below.

Maintain Goal Setup

Configure Individual Goals

1 Item

Process	*Field	*Criteria	Enforce Required in Web Services	Hidden For	Required For
Manage Goals					

> More Information

Configure Organization Goals

Organization Alignment ☐

Organization Goal Allows Organization Alignment Through Hierarchy ☐

Default Organization Goal to Private ☐

Enable Percent Complete ☐

Allow Automatic Calculation of Percent Complete ☐

Configure Goals In Reviews

Lock Goals Associated with In Progress Reviews ☐

Allow Deletion of Goals Associated with Reviews ☐

Allow Ordering of Goals in Reviews ☐

Maintain Goal Units | Maintain Goal Payout Bands | Configure Talent Tags | Maintain Goal Categories | Maintain Goal Periods | Maintain Goal Completion Statuses

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 Categories
- B. Maintain Goal Completion Statuses
- **C. Maintain Goal Periods**
- D. Maintain Goal Payout Bands

正解: C

解説:

- * 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."

質問 # 43

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

正解: B

解説:

- * 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."

質問 # 44

You want to configure your Performance Review business process so that other users can rate an employee's competencies.

Which subprocesses do you configure for this?

- A. Get Additional Reviewers for Performance Review and Complete Additional Manager Evaluation for Performance Review
- B. Get Additional Manager Evaluation for Performance Review and Complete Additional Evaluation for Performance Review
- C. Get Additional Manager Evaluation for Performance Review and Complete Additional Manager Evaluation for Performance Review
- **D. Get Additional Reviewers for Performance Review and Complete Additional Evaluation for Performance Review**

正解: D

解説:

- * To allow other users (besides the direct manager) to rate competencies:
- * Use Get Additional Reviewers for Performance Review# allows nominating additional evaluators.

* Then use Complete Additional Evaluation for Performance Review# routes the evaluation step to the selected additional reviewers.
* Incorrect options mix up "Additional Manager" with "Additional Reviewer." Managers are a subset, but to include broader participants, the correct subprocesses are Reviewers + Evaluation.

References:

Workday Performance Review BP design documentation.

Workday Pro Talent & Performance exam material."For additional reviewers (not limited to managers), configure Get Additional Reviewers + Complete Additional Evaluation subprocesses."

質問 # 45

An employee had a manager from January through August. The employee then had a new manager from September through December.

In the Start Performance Review business process, for the Complete Manager Evaluation step, what security group would you use to route the step to the employee's manager that they had in January?

- A. Manager
- **B. Manager for Majority of Event**
- C. Matrix Manager
- D. Primary Manager

正解: B

解説:

* In a performance review event spanning multiple months, Workday determines which manager should receive the evaluation step.

* The option Manager for Majority of Event ensures that the manager who supervised the employee for the longest portion of the review period (in this case, January-August) is the one who receives the task.

* Incorrect options:

* A. Manager # routes to current manager by default, not historical.

* C. Matrix Manager # used for matrix org relationships, not standard review.

* D. Primary Manager # is the current primary manager at the time of launch.

References:

Workday Business Process configuration rules for manager evaluation steps.

Workday Pro study content: "Use Manager for Majority of Event when you need the prior manager to complete the evaluation."

質問 # 46

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Workday-Pro-Talent-and-Performance模擬試験を購入した直後に、Workday試験の準備資料をダウンロードして試験の準備をすることができます。試験の成功の観点から、時間が重要な要素であることは広く認識されています。Workday-Pro-Talent-and-Performanceトレーニング資料の準備に費やす時間が長いほど、試験に合格する可能性が高くなります。そして、JPNTTestのWorkday-Pro-Talent-and-Performanceの学習トレントを使用すると、Workday Pro Talent and Performance Exam試験ファイルの配信を待つために最初に費やした時間を最大限に活用できます。Workday-Pro-Talent-and-Performanceテスト準備試験が一般大衆に受け入れられる理由があります。

Workday-Pro-Talent-and-Performance受験資料更新版: <https://www.jpntest.com/shiken/Workday-Pro-Talent-and-Performance-mondaishu>

Workday-Pro-Talent-and-Performance試験参考書はあなたの能力を向上できます、Workday-Pro-Talent-and-Performanceテストガイドへの転送をお試しください、JPNTTest Workday-Pro-Talent-and-Performance受験資料更新版がIT認証試験対策ツールのサイトで開発した問題集はとてもIT認証試験の受験生に適用します、100%の通過率で、あなたは気楽で難しいWorkday-Pro-Talent-and-Performance試験に合格できます、したがって、クライアントはWorkday-Pro-Talent-and-Performanceクイズトレントをよく理解し、Workday-Pro-Talent-and-Performance試験問題を購入するかどうかを希望に応じて決定できます、多くのお客様は、Workday-Pro-Talent-and-Performance試験ガイドを一度選択した後、クリアする試験があると、通常の顧客になり、私たちのことを考えます、あなたがWorkday-Pro-Talent-and-Performance最新問題集を持っているなら、あなたのITプロフェッショナル能力は、多くのIT企業によって承認されます。

僕はジェイギャツピイが対岸の小さな光を毎夜見守っていたと同じように、その仄かな揺れるWorkday-Pro-Talent-and-Performance灯を長いあいだ見つめていた、その男子のおちんちんは最初は大学生のものとは比べようもないほど縮こまっていて形も違っているように見えたが、次第に面白いくらいに大きくなった。

Workday Workday-Pro-Talent-and-Performance関連資格知識: Workday Pro Talent and Performance Exam - JPNTest 認定トレーニングを提供する権威の会社

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