

# Workday-Pro-Talent-and-Performance更新 - Workday-Pro-Talent-and-Performance最新考證



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也許你在其他相關網站上也看到了與 Workday Workday-Pro-Talent-and-Performance 認證考試相關的相關培訓工具，但是我們的 NewDumps在IT 認證考試領域有著舉足輕重的地位。NewDumps研究的材料可以保證你100%通過考試。有了NewDumps你的職業生涯將有所改變，你可以順利地在IT行業中推廣自己。當你選擇了NewDumps你就會真正知道你已經為通過Workday Workday-Pro-Talent-and-Performance認證考試做好了準備。我們不僅能幫你順利地通過考試還會為你提供一年的免費服務。

NewDumps 考題網剛剛更新的 Workday Workday-Pro-Talent-and-Performance 題庫和大家分享了，如果你正在準備 Workday-Pro-Talent-and-Performance 考試的話，可以憑藉這份最新的題庫指定有效的複習計畫。更新後的考題涵蓋了考試中心的正式考試的所有的題目。確保了考生能順利通過 Workday-Pro-Talent-and-Performance 考試，獲得 Workday 認證證照。這個考古題是由我們提供的。每個人都有潛能的，所以，當面對壓力時，要相信自己，一切都能處理得好。

>> Workday-Pro-Talent-and-Performance更新 <<

## Workday-Pro-Talent-and-Performance最新考證，Workday-Pro-Talent-and-Performance證照信息

在21世紀這個IT行業如此輝煌的時代，競爭是很激烈的。理所當然的，在IT行業中Workday Workday-Pro-Talent-and-Performance認證考試成為了一個很熱門的考試。報名參加考試的人越來越多，並且能通過這個認證考試也是那些雄心勃勃的IT專業人士的梦想。

### Workday Workday-Pro-Talent-and-Performance 考試大綱：

主題	簡介
主題 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>
主題 2	<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>
主題 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>

主題 4	<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>
主題 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>

## 最新的 Human Capital Management Workday-Pro-Talent-and-Performance 免費考試真題 (Q14-Q19):

### 問題 #14

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.

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

答案: C

解題說明:

- \* 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."

### 問題 #15

Your annual performance review includes goals, feedback, and responsibilities. Your business process includes these steps:

- \* Set Review Content
- \* Get Additional Reviewers
- \* Assess Potential
- \* Complete Manager Evaluation

What step will the workflow not use?

- A. Set Review Content
- B. Complete Manager Evaluation
- **C. Assess Potential**
- D. Get Additional Reviewers

答案: C

解題說明：

- \* In Workday's annual performance review process, typical default steps are:
- \* Set Review Content# defines template contents (goals, feedback, responsibilities).
- \* Get Additional Reviewers# allows adding reviewers.
- \* Complete Manager Evaluation# manager provides evaluation.
- \* Assess Potential is not part of the performance review process; it belongs to Talent Review / Succession Planning processes.
- \* Therefore, the workflow will not use Assess Potential in a performance review.

References:

Workday Performance Review vs. Talent Review process distinction in Pro materials.

Workday configuration: "Assess Potential" is a Talent module step, not part of standard performance review flows.

## 問題 #16

As an administrator, what is an attribute of feedback badges?

- A. You can allow recipients to decline badges.
- **B. You can make badges required when entering feedback.**
- C. You can create custom badges using Workday-delivered icons.
- D. You can delete badges at any time.

答案： B

解題說明：

In Workday Talent & Performance, feedback badges are a visual and motivational way to recognize employees when providing feedback. Administrators configure the rules and usage of these badges.

Let's carefully review the options:

- \* A. You can delete badges at any time.
  - \* Not correct.
  - \* Once a badge is actively in use (already given to workers in feedback), it cannot simply be deleted, because that would break historical data. Instead, administrators can make badges inactive, but they remain in the system for reporting integrity.
  - \* B. You can make badges required when entering feedback.
  - \* Correct.
  - \* Workday configuration allows admins to require that feedback entries include a badge. This ensures that every feedback submission carries a visual, standardized recognition element alongside the narrative text.
  - \* This aligns with the study guide under Feedback and Recognition, which highlights that "badges may be configured as required fields for any feedback process."
  - \* C. You can create custom badges using Workday-delivered icons.
  - \* Not exactly.
  - \* You can create custom badges, but you upload your own images/icons. Workday provides sample ones, but they aren't the only option. You are not restricted to Workday-delivered icons.
  - \* D. You can allow recipients to decline badges.
  - \* Incorrect.
  - \* Employees cannot decline badges once they are attached to feedback. Feedback is submitted as part of the talent/performance process, and the badge is embedded.
- Therefore, the unique administrator attribute here is the ability to make badges required when entering feedback.

#References

- \* Workday Pro Talent & Performance Guide- Feedback Badges configuration: "Administrators can make badge selection mandatory when submitting feedback, ensuring consistent recognition across the organization."
- \* ERP Cloud Training (Talent & Performance Badges section): Confirms that badges can be required for feedback, cannot be declined by recipients, and must be inactivated (not deleted) when no longer in use.
- \* Workday Community (Feedback and Recognition documentation): Custom badges can be created by uploading images, not restricted to Workday-delivered icons.

## 問題 #17

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

答案： D

解題說明：

- \* To automatically include goals that workers set before the review began, enable Load Relevant Goals on 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."

### 問題 #18

A worker is providing feedback and they only want it to be visible to the feedback recipient.  
What kind of feedback allows for this?

- **A. Private**
- B. Anonymous
- C. Confidential
- D. Public

答案： A

解題說明：

- \* In Workday, Private Feedback is visible only to the feedback recipient.
- \* Confidential Feedback is visible to both the recipient and their manager.
- \* Anonymous Feedback hides the identity of the feedback giver but may still be visible to managers or admins depending on configuration.
- \* Public Feedback is broadly visible across the organization or workgroup.

Therefore, the only feedback type that ensures visibility only to the recipient is Private Feedback.

References:

Workday Talent & Performance study material on feedback types.

Workday Pro Talent & Performance training notes: "Private feedback is restricted to the recipient alone; confidential feedback includes the manager, while public feedback is visible more broadly."

### 問題 #19

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很多人都認為要通過一些高難度的 Workday-Pro-Talent-and-Performance 認證考試是需要精通很多 Workday 專業知識。只有掌握很全面的 Workday 知識的人才會有資格去報名參加的考試。其實現在有很多方法可以幫你彌補你的知識不足的，一樣能通過 Workday-Pro-Talent-and-Performance 認證考試，也許比那些專業知識相當全面的人花的時間和精力更少，正所謂條條大路通羅馬。

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