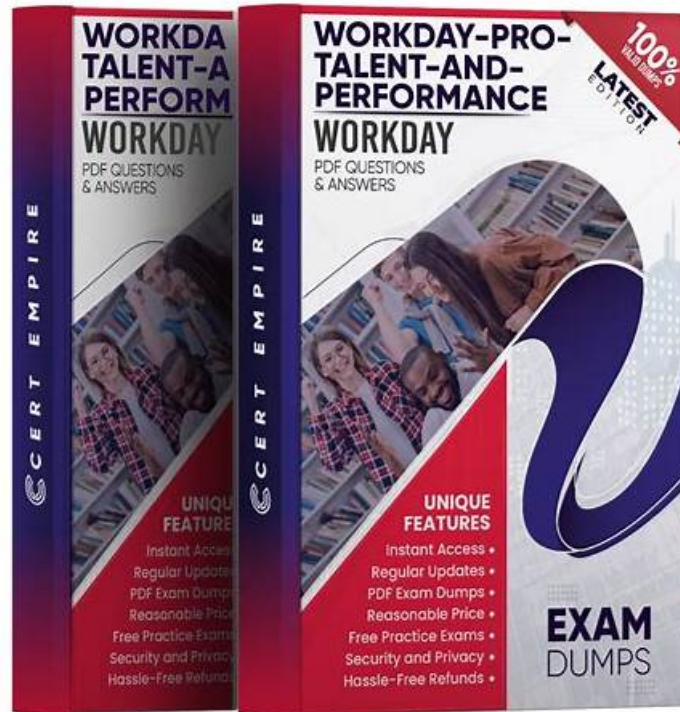


Workday-Pro-Talent-and-Performance Prüfungsfrage, Workday-Pro-Talent-and-Performance Prüfungsaufgaben



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Wollen Sie den Plan machen, dass Sie Workday Workday-Pro-Talent-and-Performance Zertifizierungsprüfung ablegen, um Ihre Fähigkeit zu entwickeln. Wenn Sie Workday Workday-Pro-Talent-and-Performance Prüfung ablegen, ob Sie die geeigneten Lernhilfe finden? Und welche Unterlage sind wertvoll? Haben Sie Workday Workday-Pro-Talent-and-Performance Dumps gewählt? Wenn ja, sorgen Sie sich bitte nicht um den Misserfolg.

Es ist uns allen klar, dass das Hauptproblem in der IT-Branche ein Mangel an Qualität und Funktionalität ist. ExamFragen stellt Ihnen alle notwendigen Schulungsunterlagen zur Workday Workday-Pro-Talent-and-Performance Prüfung zur Verfügung. Ähnlich wie die reale Zertifizierungsprüfung verhelpen die Multiple-Choice-Fragen Ihnen zum Bestehen der Prüfung. Die Workday Workday-Pro-Talent-and-Performance Prüfung Schulungsunterlagen von ExamFragen sind überprüfte Prüfungsmaterialien. Alle diesen Fragen und Antworten zeigen unsere praktische Erfahrungen und Spezialisierung.

>> **Workday-Pro-Talent-and-Performance Prüfungsfrage** <<

Workday-Pro-Talent-and-Performance Prüfungsaufgaben & Workday-Pro-Talent-and-Performance Online Praxisprüfung

Unser ExamFragen ist eine Website, die eine lange Geschichte hinter sich hat. So genießt ExamFragen einen guten Ruf in der IT-Branche. Und wir haben vielen Kandidaten geholfen, die Workday Workday-Pro-Talent-and-Performance Prüfung zu bestehen. Die Fragen und Antworten zur Workday Workday-Pro-Talent-and-Performance Zertifizierungsprüfung von ExamFragen werden von den erfahrungsreichen Expertenteams nach ihren Kenntnissen und Erfahrungen bearbeitet. Wenn Sie an der Workday Workday-Pro-Talent-and-Performance Zertifizierungsprüfung teilnehmen wollen, ist ExamFragen zweifellos eine gute Wahl.

Workday Workday-Pro-Talent-and-Performance Prüfungsplan:

| Thema | Einzelheiten |
|---------|---|
| Thema 1 | <ul style="list-style-type: none"> • 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. |
| Thema 2 | <ul style="list-style-type: none"> • 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. |
| Thema 3 | <ul style="list-style-type: none"> • 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. |
| Thema 4 | <ul style="list-style-type: none"> • 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. |
| Thema 5 | <ul style="list-style-type: none"> • 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. |

Workday Pro Talent and Performance Exam Workday-Pro-Talent-and-Performance Prüfungsfragen mit Lösungen (Q17-Q22):

17. Frage

You want to launch a performance review with calibration. The Talent Administrator would like to verify that all performance reviews are complete before calibration launches.

How do you configure the business process to meet this requirement?

- A. Shared Participation step on the Launch Calibration business process
- B. To Do step on the Complete Manager Evaluation for Performance Review business process
- C. The Await Calibration Completion service step in the Complete Manager Evaluation for Performance Review business process
- D. Update Performance Review Rating for Manager Evaluation step on the Complete Manager Evaluation for Performance Review business process

Antwort: C

Begründung:

- * When using calibration with performance reviews, Workday requires reviews to be completed first before calibration begins.
- * The correct configuration is to insert the "Await Calibration Completion" service step into the Complete Manager Evaluation for Performance Review business process.
- * This ensures that calibration will not launch until all manager evaluations are complete.
- * Other options:
 - * To Do step# only generates a reminder, not an enforced process dependency.
 - * Shared Participation step on Launch Calibration# configures collaboration for calibration itself, not sequencing.
 - * Update Performance Review Rating step# controls how ratings are updated, not workflow dependencies.

References:

Workday Talent & Performance BP configuration documentation.

Workday Pro study materials: "Use Await Calibration Completion step in Complete Manager Evaluation BP to enforce review completion before calibration."

18. Frage

You want to ensure consistency when reporting responses on specific feedback templates. What functionality prevents workers from changing questions on a feedback template?

- A. Condition Rules
- B. Question Tags
- **C. Lock Template**
- D. Template Type

Antwort: C

Begründung:

- * To ensure consistent reporting, feedback templates can be set as Locked.
- * A Locked Feedback Template prevents managers or workers from modifying the questions—no additions, edits, or deletions are allowed.
- * Other options are not correct:
- * Condition Rules# used for dynamic behavior and field visibility, not for locking questions.
- * Template Type# defines type (e.g., Feedback vs. Review), not question editability.
- * Question Tags# used for categorization and reporting but do not prevent changes.

References:

Workday Talent & Performance configuration material: "Lock Template prevents edits to template questions." Workday Pro certification study content on feedback management.

19. Frage

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

Antwort: D

Begründung:

- * 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."

20. Frage

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 Get Additional Reviewers subprocess, immediately after the Complete Additional Evaluation for Performance

Review step

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

Antwort: D

Begründung:

- * The Get Additional Reviewers subprocess is responsible for collecting reviewer nominations.
- * If you want the manager to approve reviewer names after a worker submits them, you configure an Approval step inside this subprocess.
- * It should be placed immediately after the initiation step to 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."

21. Frage

Your performance review template has three sections, in addition to an Overall section. The template uses item averaging to calculate an overall rating.

Managers will enter ratings for multiple items in each of the first three sections.

What is the expected behavior when Workday calculates the overall rating?

- A. The calculation includes assigned weightings for each item and each section.
- B. The calculation includes assigned weightings for each item.
- C. The calculation includes assigned weightings for each section.
- **D. The calculation includes an equal weight to each item rated.**

Antwort: D

Begründung:

- * When a performance review template uses Item Averaging:
- * Workday calculates the average rating across all rated items within the sections.
- * Each item carries equal weight, regardless of section or item weighting.
- * If weighting was required, you would instead use Weighted Average, which allows assigning weights to items and/or sections.
- * Therefore, item averaging = equal weight for each item.

References:

Workday Performance Review configuration: Item Averaging vs. Weighted Averaging.

Workday Pro Talent & Performance exam guide: "Item averaging gives equal weight to all items across sections."

22. Frage

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