

Workday-Pro-Talent-and-Performance echter Test & Workday-Pro-Talent-and-Performance sicherlich-zu-bestehen & Workday-Pro-Talent-and-Performance Testguide



Die Zertifizierungsantworten zur Workday Workday-Pro-Talent-and-Performance Zertifizierungsprüfung von ZertFragen sind die Grundbedarfsgüter der Kandidaten, mit deren Sie sich ausreichend auf die Workday Workday-Pro-Talent-and-Performance Prüfung vorbereiten und selbstsicherer die Prüfung machen können. Sie sind sehr zielgerichtet und von guter Qualität. Nur ZertFragen könnte so perfekt sein.

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

Thema	Einzelheiten
Thema 1	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 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.
Thema 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.
Thema 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.
Thema 5	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.

Workday-Pro-Talent-and-Performance German - Workday-Pro-Talent-and-Performance Lernhilfe

Die ZertFragen Website hat guten Ruf bei Workday Workday-Pro-Talent-and-Performance Zertifizierungsprüfungen. Das ist auch die Tatsache, die viele Leute kennen. Die ZertFragen sind nach Ihren starken Dumps gut anerkannt. Wenn Sie die als das Vorbereitungsgerät benutzen, können Sie gute Ergebnisse für die Workday Workday-Pro-Talent-and-Performance Zertifizierungsprüfung bekommen. Downloaden Sie kostenlose Demo, dann können Sie wissen, dass diese Auswahl richtig ist.

Workday Pro Talent and Performance Exam Workday-Pro-Talent-and-Performance Prüfungsfragen mit Lösungen (Q22-Q27):

22. Frage

Refer to the following scenario to answer the question below.

The screenshot shows the 'Maintain Goal Setup' page in Workday. The top section, 'Configure Individual Goals', contains a table with one item: 'Manage Goals'. The bottom section, 'Configure Organization Goals', includes several checkboxes for configuration: 'Organization Alignment', 'Organization Goal Allows Organization Alignment Through Hierarchy', 'Default Organization Goal to Private', 'Enable Percent Complete', 'Allow Automatic Calculation of Percent Complete', 'Lock Goals Associated with In Progress Reviews', 'Allow Deletion of Goals Associated with Reviews', and 'Allow Ordering of Goals in Reviews'. At the bottom, there are buttons for 'Maintain Goal Units', 'Maintain Goal Payout Bands', 'Configure Talent Tags', 'Maintain Goal Categories', 'Maintain Goal Periods', and '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 Payout Bands
- **D. Maintain Goal Periods**

Antwort: D

Begründung:

- * 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."

23. Frage

During testing, you launched a Performance Review event with calibrations and all events are still in progress. You notice that the goals are not populating as planned.

What is the first task you should run before you correct your configuration?

- A. The Mass Cancel Business Process task for Start Performance Review and Launch Calibration, including the subprocesses
- B. The Mass Rescind Business Process task for Start Performance Review and Launch Calibration, without the subprocesses
- **C. The Mass Rescind Business Process task for Start Performance Review only, including the subprocesses**
- D. The Mass Cancel Business Process task for Start Performance Review only, without the subprocesses

Antwort: C

Begründung:

This scenario deals with testing a Performance Review event that includes calibrations. Since the goals are not populating as expected, you need to reset the process correctly before fixing the configuration.

Here's why the correct choice is Mass Rescind - Start Performance Review (including subprocesses):

* Rescind vs Cancel

* Rescind: Completely removes the business process instance and all of its subprocesses from the system as if it never occurred. This is the proper action during testing, because it clears the data and lets you start fresh with corrected configuration.

* Cancel: Stops the process, but leaves historical records behind. This is not ideal for configuration testing, because it doesn't fully reset the process state.

* Why Start Performance Review only (not Calibration)

* Calibration events are tied to performance reviews. If you rescind the performance review, the associated calibration processes are also cleared.

* If you attempt to rescind or cancel both Performance Review and Calibration separately, it can cause unnecessary complications.

* Why including subprocesses

* Performance Review has multiple subprocesses (e.g., goal population, manager review, employee self-evaluation, calibration triggers).

* To fully clear the faulty test run, you must include all subprocesses; otherwise, remnants of the process remain in-progress and may block future testing.

* Incorrect Options Explained

* A. Mass Rescind (Performance Review + Calibration, no subprocesses) # Wrong, because calibration rescinds automatically when you rescind the review, and leaving out subprocesses creates incomplete cleanup.

* C. Mass Cancel (Performance Review + Calibration, with subprocesses) # Wrong, because Cancel does not fully reset configuration testing.

* D. Mass Cancel (Performance Review only, no subprocesses) # Wrong, same reason: Cancel is insufficient, and leaving subprocesses active breaks cleanup.

References

* Workday Pro Talent & Performance Study Guide - Calibration & Performance Reviews: "When testing configuration errors, rescind the performance review with all subprocesses. Do not cancel, as this preserves process history and does not allow a clean retest."

* ERP Cloud Training - Workday Performance Review & Calibration: "Rescind clears all subprocesses linked to the review, including calibration. Cancel only halts the process without fully removing it."

* Workday Community Documentation - Mass Business Process Actions: Confirms that Rescind fully clears test data, while Cancel leaves records intact.

24. Frage

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 Talent Review business process security policy
- B. The Launch Talent Reviews 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**

Antwort: D

Begründung:

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.

25. Frage

A manager wants to request feedback about a worker.

They select a locked feedback template to initially populate questions. What can the manager do?

- A. The manager may add a question from a bank of previously written questions.
- B. The manager may edit the defaulted questions to better meet their requirements.
- C. The manager may add additional new questions.
- **D. The manager may only use the default questions.**

Antwort: D

Begründung:

* Feedback templates in Workday can be delivered as locked or editable.

* A locked feedback template ensures consistency across the organization, meaning the manager cannot add, edit, or delete questions.

* Only the default questions included in the template may be used.

* Options A, C, and D would apply if the template were editable, but they are not possible in a locked template.

References:

Workday Feedback configuration documentation.

Workday Pro Talent & Performance certification study material: "Locked templates prevent managers from adding or editing questions. Only the delivered questions are used."

26. Frage

You want to launch a talent review for a group of workers who do not belong to the same organization.

What option allows for this?

- A. Custom Organization
- B. Supervisory Organization
- C. Job Family
- **D. Talent Pool**

Antwort: D

Begründung:

- * To launch a Talent Review for a group of workers who do not share the same supervisory organization, you can use a Talent Pool.
- * Talent pools allow grouping across organizations, job families, or geographies.
- * Incorrect options:
- * Job Family# groups roles, not flexible enough for reviews across diverse workers.
- * Supervisory Organization# too restrictive; only covers workers within that org.
- * Custom Organization# useful for grouping but not directly designed for Talent Review events.

References:

Workday Talent Review configuration: Talent Pools as input populations.

Workday Pro Talent & Performance prep: "Use Talent Pools when reviewing cross-org worker groups."

27. Frage

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