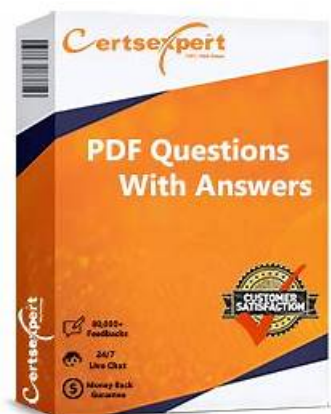


Workday-Pro-Talent-and-Performance PrüfungGuide, Workday Workday-Pro-Talent-and-Performance Zertifikat - Workday Pro Talent and Performance Exam



Es ist nicht leicht für ITer, die Workday Workday-Pro-Talent-and-Performance IT-Zertifizierungen zu besitzen. Aber Diese Weise ist am besten für sie, ihre Fähigkeit zu entwickeln und ihren Wert zu beweisen. Deshalb müssen viele Leute die Workday Workday-Pro-Talent-and-Performance Prüfungen anmelden. So, gibt es eine einfache Methode, dass sie diese IT-Zertifizierungsprüfungen sehr leicht bestehen. Selbstverständlich! Die Pass4Test Dumps ist die beste Wahl. Alle Prüfungsunterlagen sind an Pass4Test vorhanden. Und es kann Ihre Forderungen erfüllen. Sie können sich mehr über die Prüfungsunterlagen an Pass4Test informieren.

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

Thema	Einzelheiten
Thema 1	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 2	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	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 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	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.

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

Workday-Pro-Talent-and-Performance Trainingsunterlagen & Workday-Pro-Talent-and-Performance Zertifizierungsfragen

Die Produkte von Pass4Test wird Ihnen nicht nur helfen, die Workday Workday-Pro-Talent-and-Performance Zertifizierungsprüfung erfolgreich zu bestehen, sondern auch Ihnen einen einjährigen kostenlosen Update-Service bieten. Wir werden den Kunden die neuesten von uns entwickelten Produkte in der ersten Zeit liefern, so dass Sie sich gut auf die Workday Workday-Pro-Talent-and-Performance Prüfung vorbereiten können. Falls Sie in der Workday Workday-Pro-Talent-and-Performance Prüfung durchfallen, zahlen wir Ihnen dann die gesamte Summe zurück.

Workday Pro Talent and Performance Exam Workday-Pro-Talent-and-Performance Prüfungsfragen mit Lösungen (Q28-Q33):

28. Frage

What field does Workday require when you create a competency?

- A. Competency Description
- **B. Name**
- C. Category
- D. Proficiency Rating Scale

Antwort: B

Begründung:

When creating a Competency in Workday Talent & Performance, the system enforces certain required fields.

* Name:

* This is the mandatory field. Every competency must have a name so it can be identified in job profiles, performance reviews, and talent pools.

* Without a name, Workday will not allow you to save or proceed.

* Proficiency Rating Scale:

* This is important for measuring competencies (e.g., Basic # Intermediate # Advanced # Expert).

* However, it is not required at the point of creation. If you don't assign one, the system can still save the competency, though you may not be able to rate employees effectively without linking a scale later.

* Competency Description:

* Highly recommended for clarity and reporting.

* But this field is optional, not enforced by Workday.

* Category:

* Used to group competencies (e.g., Leadership, Technical, Communication).

* Again, optional and for organizational purposes only.

Thus, while other fields add functionality and structure, the only required field to create a competency is the Name.

#References

* Talent & Performance Learning Material: Competencies are created with "Name" as required, while "Description, Proficiency Scale, and Category" are optional metadata used to support evaluation and reporting.

* Workday Pro Talent & Performance study outlines: Under the Competencies section, it explicitly states: "The only mandatory field is Name. Description, Proficiency Rating Scale, and Category are optional fields that can be configured for richer competency management." #web source Talent & Performance training + community notes#

* ERP Cloud Training - Workday Talent & Performance course: Highlights that "Name is required when creating a competency; all

other fields are optional depending on business needs."

29. Frage

Your organization has detailed new goals that are tied to your divisions. The manager of each division needs to create a goal, then distribute that goal to their direct reports.

What task do managers use to accomplish this?

- A. Add Goal To Employees
- **B. Manage Organization Goals**
- C. Maintain Goal Completion Statuses
- D. Create Goal for Worker

Antwort: B

Begründung:

* Add Goal To Employees is used for bulk assigning existing goals to workers, not for creating new organizational goals.

* Maintain Goal Completion Statuses is used to track and update progress, not goal creation.

* Create Goal for Worker applies only to individual workers.

* Manage Organization Goals is the correct task for a manager to create a goal at the division or supervisory organization level and cascade it to their direct reports.

References:

Workday Talent & Performance: Goal Management.

Workday Pro study guide: "Managers use Manage Organization Goals to create and cascade organizational goals to their teams."

30. Frage

For additional managers to participate in an employee's performance review, the employee's direct manager receives the Additional Manager task in their Inbox. They enter the employee's matrix manager, former manager, and a manager who works closely with the employee.

When they submit the task, an error displays. Why did the error occur?

- A. Additional managers cannot receive a review that includes a Feedback section.
- B. You can only select up to two additional managers.
- C. You can only select additional managers who are members of the Manager security group.
- **D. Additional managers can only receive a review that includes a Competencies section.**

Antwort: D

Begründung:

* For Additional Managers to evaluate, the template must include a Competencies section.

* If a review lacks competencies, additional managers cannot complete evaluations, and the system throws an error.

* Incorrect options:

* A. Feedback section # does not block additional managers.

* B. Manager security group # any nominated reviewer with correct access can be added; not restricted only to security group membership.

* D. Up to two additional managers # there is no hard limit of two; multiple can be assigned.

References:

Workday template setup documentation: Additional Manager Evaluation requires competencies.

Workday Pro certification prep: "Additional managers must evaluate competencies; otherwise, an error displays."

31. Frage

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. Show Additional Rating to Employee
- **B. Load Relevant Goals**
- C. Items Rated

- D. Allow User to Add Existing Goals Manually

Antwort: B

Begründung:

- * 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."

32. Frage

What do you use a talent pool for?

- A. To organize workers by hierarchical structure.
- B. To assess the readiness of internal candidates and consider external candidates for job profiles.
- C. To create a short list of ranked candidates who are preparing to take over a position.
- **D. To organize and segment groups of workers for development.**

Antwort: D

Begründung:

- * Talent Pools are designed to group employees for development and succession planning purposes.
- * They help organizations track readiness, identify high potentials, and prepare workers for future roles.
- * Incorrect options:
- * A. Organizing by hierarchy is done via Supervisory Organizations, not talent pools.
- * B. A short list of ranked candidates is closer to Succession Planning, not talent pools.
- * D. Assessing readiness for job profiles (including external candidates) is Succession Planning, not pools.

References:

Workday Talent Management Guide: "Talent pools are collections of workers for development and growth opportunities." Workday Pro Talent & Performance certification prep.

33. Frage

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Niemand will ein ganz ein leichtes Leben führen und in einer niedrigen Position wenig Gehalt beziehen. Eines Tages wird man vielleicht gekündigt oder in die Rente treten. Dieses Leben ist wirklich langweilig. Wollen Sie nicht ein vielfältiges Leben führen? Das macht nichts. Heute sage ich Ihnen eine Abkürzung zum Erfolg, nämlich, die Workday Workday-Pro-Talent-and-Performance Zertifizierungsprüfung zu bestehen. Mit dem Zertifikat können Sie ein besseres Leben führen und ein exzellenter IT-Expert werden und von anderen akzeptiert werden. Die Schulungsunterlagen zur Workday Workday-Pro-Talent-and-Performance Zertifizierungsprüfung von Pass4Test können ganz leicht Ihren Traum verwirklichen. Zögern Sie noch? Schicken Sie doch schnell Schulungsunterlagen zur Workday Workday-Pro-Talent-and-Performance Zertifizierungsprüfung von Pass4Test in den Warenkorb.

Workday-Pro-Talent-and-Performance Trainingsunterlagen: <https://www.pass4test.de/Workday-Pro-Talent-and-Performance.html>

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