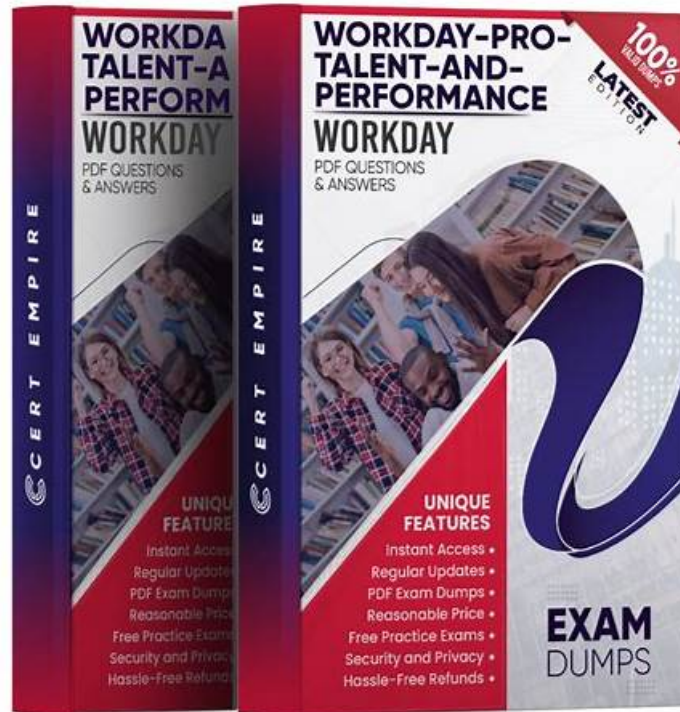


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Workday Workday-Pro-Talent-and-Performance Exam Syllabus Topics:

Topic	Details
Topic 1	<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.
Topic 2	<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.
Topic 3	<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.

Topic 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.
Topic 5	<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.

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Workday Pro Talent and Performance Exam Sample Questions (Q45-Q50):

NEW QUESTION # 45

The HR department wants to gather talent information from their employees and managers. What business process can they use?

- **A. Launch Talent Review**
- B. Complete Manager Evaluation
- C. Start Performance Review
- D. Launch Calibration

Answer: A

Explanation:

- * The Launch Talent Review business process is used by HR and Talent Partners to gather, review, and calibrate employee information from both employees and managers.
- * It provides a structured way to collect talent-related data (performance, potential, risk of loss, impact of loss, etc.) for workforce planning and succession.
- * Incorrect options:
- * Complete Manager Evaluation# part of performance reviews, not general talent data gathering.
- * Launch Calibration# aligns ratings but does not broadly gather talent information.
- * Start Performance Review# focused on annual/performance evaluations, not holistic talent review.

References:

Workday Talent Review documentation: "Launch Talent Review is the business process to gather talent information from employees and managers."

NEW QUESTION # 46

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. Move Succession Plan
- C. Create Succession Pool
- D. Copy Succession Plan Candidates

Answer: A

Explanation:

* 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."

NEW QUESTION # 47

Which configuration is responsible for determining what actions employees and managers can take during a talent review?

- **A. Talent review template rule**
- B. Organization membership
- C. Employee potential
- D. Domain security

Answer: A

Explanation:

This question is about Talent Reviews in Workday and what drives the permissions or actions that employees and managers can take during the review process.

Let's analyze the choices:

* A. Organization membership

* Incorrect.

* Organization membership (e.g., supervisory org, talent pool) determines which workers are included in the review.

* It does not determine what actions managers or employees can take.

* B. Employee potential

* Incorrect.

* Employee potential is an attribute (like performance, loss impact, retention risk) used for evaluation in the talent review grid.

* It informs the content of the review, not the actions available to participants.

* C. Domain security

* Partially correct but not the best answer.

* Domain security determines who has access to initiate or view Talent Reviews, but it does not drive process actions inside the review (such as rating, adding notes, or calibrating).

* D. Talent review template rule

* Correct.

* The Talent Review Template Rule defines the configuration of the talent review process, including:

* Which sections appear (e.g., 9-box grid, attributes, notes).

* Which actions participants (employees, managers, HR partners) can perform.

* Whether calibration is enabled, whether participants can move employees between grid boxes, and other interactive review behaviors.

* This is the configuration responsible for controlling what employees and managers can do during a talent review event.

Therefore, the correct answer is Talent review template rule.

#References

* Workday Pro Talent & Performance Certification Guide - Talent Reviews: "The talent review template rule determines the structure of the review and what actions participants may take during the review."

* ERP Cloud Training - Workday Talent Reviews: "Template rules control functionality such as allowing participants to update potential ratings, add notes, or move workers in the grid. Security domains only manage access."

* Workday Community Documentation - Talent Review Configuration: Confirms that template rules define the actions and behaviors within a talent review session.

NEW QUESTION # 48

When a position has a succession plan, what talent attribute identifies the timeframe that you expect a specific worker to move into that position?

- A. Potential
- B. Achievable Level
- C. Retention
- **D. Readiness**

Answer: D

Explanation:

* In succession planning, the Readiness talent attribute represents the timeframe in which a worker is expected to be ready to move into a position (e.g., "Ready Now," "1-2 Years," "3-5 Years").

* Incorrect options:

- * A. Achievable Level # indicates the highest role/level a worker may reach, not timeframe.
- * B. Retention # risk of employee leaving, not succession readiness.
- * D. Potential # overall growth capacity, not time-based readiness.

References:

Workday Succession Planning documentation: "Readiness specifies the timeframe for potential successors."

NEW QUESTION # 49

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

Answer: B

Explanation:

* 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."

NEW QUESTION # 50

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