

Pass Guaranteed Marvelous Workday-Pro-Talent-and-Performance Workday Pro Talent and Performance Exam Latest Test Answers



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The prominent benefits of Workday Pro Talent and Performance Exam certification exam are validation of skills, updated knowledge, more career opportunities, instant rise in salary, and advancement of the career. Obviously, every serious professional wants to gain all these advantages. With the Workday Workday-Pro-Talent-and-Performance Certification Exam, you can achieve this goal nicely and quickly.

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

Topic	Details
Topic 1	<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 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.
Topic 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.
Topic 4	<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 5	<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.

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Workday Pro Talent and Performance Exam Sample Questions (Q34-Q39):

NEW QUESTION # 34

How do dynamic talent pools determine pool membership?

- A. Based on manual selection
- B. Based on a custom report you define
- C. Based on the results of a saved search
- D. Based on the Compare Workers report

Answer: C

Explanation:

- * Dynamic Talent Pools automatically determine membership by using the results of a saved search.
- * This allows pool membership to update as workers meet or no longer meet the search criteria.
- * Incorrect options:
- * Compare Workers report# used for side-by-side comparison, not pool membership.
- * Manual selection# applies to static pools, not dynamic.
- * Custom report# not the driver; Workday specifically requires saved searches for dynamic pools.

References:

Workday Talent Pools configuration guide.

Workday Pro exam material: "Dynamic pools are maintained by saved search results."

NEW QUESTION # 35

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

Answer: A

Explanation:

- * For Additional Managersto 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."

NEW QUESTION # 36

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

Answer: A

Explanation:

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.

NEW QUESTION # 37

You want to create a performance review template with only an Overall section where the manager has to choose a rating.

What configuration option accomplishes this?

- A. Manual Entry
- **B. Prompt for Overall Rating**
- C. Calculated Ratings with No Overrides
- D. Calculated Ratings with Overrides

Answer: B

Explanation:

* When you want a performance review template with only an Overall section, the correct configuration is Prompt for Overall Rating.

* This option requires the manager to provide a single overall rating without averaging or weighting items.

* Other options:

- * Manual Entry# applies to ratings on items, not a single overall section.
- * Calculated Ratings with No Overrides# automatically calculates from section ratings (not desired here).
- * Calculated Ratings with Overrides# allows calculation plus manual override, but still requires sections/items.

References:

Workday review template setup documentation.

Pro exam study notes:"Use Prompt for Overall Rating when only an overall section rating is required."

NEW QUESTION # 38

You want to create an organization goal for the workers in a supervisory organization.

When creating the organization goal, what most recent period defaults into the Goal Period field?

- A. The first goal period created in the tenant.
- **B. The most recent goal period assigned to a goal in the specific supervisory organization.**
- C. The goal period on any worker record in the supervisory organization.
- D. The goal period assigned to its immediate superior supervisory organization.

Answer: B

Explanation:

Comprehensive Detailed Explanation

* When creating an organization goal, Workday defaults the Goal Period field to the most recent goal period used in the specific supervisory organization.

* It does not inherit from superior organizations, worker records, or the first goal period created in the tenant.

* This ensures consistency within the supervisory organization's existing goal cycles.

References:

Workday documentation on Goal Period defaulting behavior.





Workday Pro Talent & Performance guide: "For new organizational goals, the Goal Period defaults to the most recent goal period assigned within that supervisory organization."

NEW QUESTION # 39

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