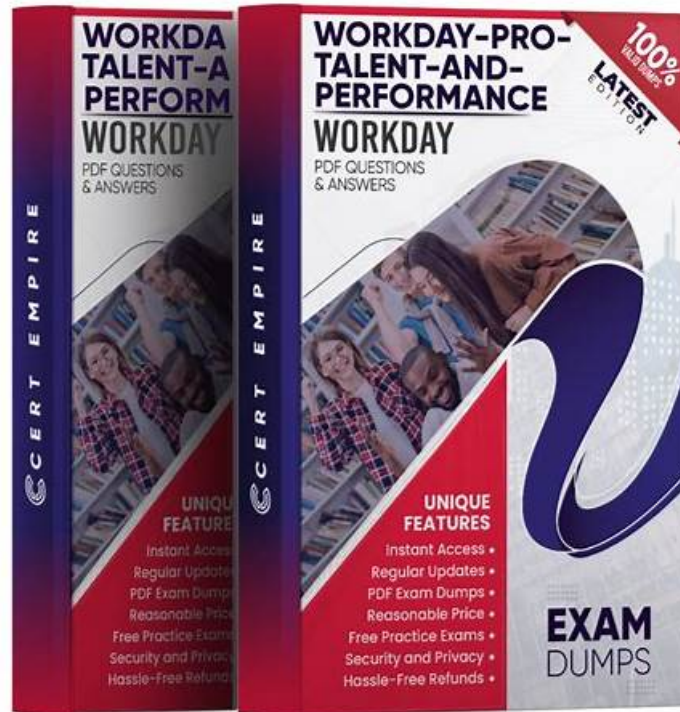


# Authentic Workday-Pro-Talent-and-Performance Study Materials: Workday Pro Talent and Performance Exam Grant You High-quality Exam Brindumps - DumpsKing



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

Topic	Details
Topic 1	<ul style="list-style-type: none"> <li>• 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.</li> </ul>
Topic 2	<ul style="list-style-type: none"> <li>• 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.</li> </ul>
Topic 3	<ul style="list-style-type: none"> <li>• 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.</li> </ul>

Topic 4	<ul style="list-style-type: none"> <li>• <b>Business Process Management (BPM):</b> 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.</li> </ul>
Topic 5	<ul style="list-style-type: none"> <li>• <b>Configurable Security:</b> 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.</li> </ul>

>> **Workday-Pro-Talent-and-Performance Valid Exam Notes** <<

## **Shortest Way To Pass Workday's Workday Pro Talent and Performance Exam Workday-Pro-Talent-and-Performance Exam**

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### **Workday Pro Talent and Performance Exam Sample Questions (Q21-Q26):**

#### **NEW QUESTION # 21**

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

**Answer: C**

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 # 22**

What statement describes the Skills Cloud feature?

- A. Skills Cloud only accesses customer-tenanted skills.
- B. Skills Cloud requires an Innovation Services subscription.
- C. Skills Cloud prevents enterprises from adding their own skills.
- **D. Skills Cloud is automatically available.**

**Answer: D**

Explanation:

- \* Workday Skills Cloud is a delivered feature included automatically with Workday tenants.
- \* It uses machine learning to normalize skills across the system.
- \* Incorrect options:
  - \* A. Only accesses customer-tenanted skills# false, it includes Workday's universal skills ontology.
  - \* B. Prevents enterprises from adding skills# false, enterprises can add custom skills.
  - \* C. Requires Innovation Services subscription# false, Skills Cloud is included automatically, not a paid add-on.

References:

Workday Skills Cloud overview: "Skills Cloud is automatically enabled and does not require additional licensing."

### NEW QUESTION # 23

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

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

**Answer: B**

Explanation:

- \* 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.

### NEW QUESTION # 24

What task do you configure to use suggested skills?

- **A. Maintain Skills and Experience Setup**
- B. Configure Optional Fields
- C. Edit Tenant Setup - System
- D. Edit Tenant Setup - HCM

**Answer: A**

Explanation:

- \* Suggested skills functionality is enabled and configured using the Maintain Skills and Experience Setup task.
- \* This controls whether Workday will suggest skills to workers based on their profiles and activity.
- \* Incorrect options:
  - \* Edit Tenant Setup - System and Edit Tenant Setup - HCM# global settings, not skill suggestions.
  - \* Configure Optional Fields# defines visibility of fields but not skill suggestion functionality.

References:

Workday Talent & Performance documentation: "Suggested skills are configured in Maintain Skills and Experience Setup." Pro Talent certification material confirms this task.

### NEW QUESTION # 25

Refer to the following scenario to answer the question below.

- 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 Periods**
- C. Maintain Goal Completion Statuses
- D. Maintain Goal Payout Bands

**Answer: B**

Explanation:

\* 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."

## NEW QUESTION # 26

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