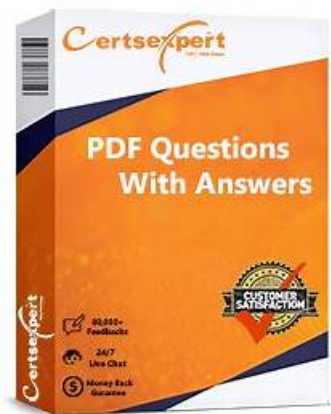# 100% Pass 2025 Workday Workday-Pro-Talent-and-Performance: Workday Pro Talent and Performance Exam Unparalleled Reliable Exam Cram

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

Topic	Details
Topic 1	• 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 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.
Topic 3	• 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 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.
Topic 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 Exam Sample Questions (Q34-Q39):

NEW QUESTION # 34
You want to configure your Performance Review business process so that other users can rate an employee's competencies. Which subprocesses do you configure for this?

- A. Get Additional Manager Evaluation for Performance Review and Complete Additional Evaluation for Performance Review
- B. Get Additional Reviewers for Performance Review and Complete Additional Evaluation for Performance Review
- C. Get Additional Reviewers for Performance Review and Complete Additional Manager Evaluation for Performance Review
- D. Get Additional Manager Evaluation for Performance Review and Complete Additional Manager Evaluation for Performance Review

Answer: B

Explanation:
* To allow other users (besides the direct manager) to rate competencies:
* Use Get Additional Reviewers for Performance Review# allows nominating additional evaluators.
* Then use Complete Additional Evaluation for Performance Review# routes the evaluation step to the selected additional reviewers.
* Incorrect options mix up "Additional Manager" with "Additional Reviewer." Managers are a subset, but to include broader participants, the correct subprocesses are Reviewers + Evaluation.
References:
Workday Performance Review BP design documentation.
Workday Pro Talent & Performance exam material:"For additional reviewers (not limited to managers), configure Get Additional Reviewers + Complete Additional Evaluation subprocesses."

NEW QUESTION # 35
What functionality prevents managers from having visibility to peer-to-peer feedback?

- A. Private Feedback
- B. Anonymity
- C. Confidential Feedback

- D. Feedback Badges

Answer: A

Explanation:
* Private Feedbackensures that only thefeedback recipientcan see the comments.
* This means managers have no visibility to peer-to-peer private feedback.
* Other options:
* Confidential Feedback# visible to both the worker and their manager.
* Feedback Badges# recognition icons, not a visibility control.
* Anonymity# hides the feedback giver's name but does not control manager visibility.
References:
Workday Talent & Performance documentation: Private vs. Confidential feedback visibility.

NEW QUESTION # 36
Refer to the following scenario to answer the question below.
Your organization is initiating employee reviews. There are several objectives for these reviews, including:
* Setting goals and reviewing them quarterly.
* Checking in with the new hire at 90 days.
* Annually reviewing performance.
* Performing multi-rater reviews.
For the annual multi-rater reviews, what template sections do you need to configure?

- A. Goals
- B. Competencies
- C. Feedback
- D. Questions

Answer: C

Explanation:
* Formulti-rater reviews, the essential template section isFeedback.
* This allows multiple reviewers to provide input on the employee, ensuring a comprehensive evaluation.
* Other sections (Competencies, Questions, Goals) may be included but are not required specifically for multi-rater functionality.
* Without a Feedback section, multi-rater reviews cannot function correctly.
References:
Workday Pro Talent & Performance documentation: "Multi-rater reviews rely on Feedback sections to collect input from additional reviewers." Workday template design best practices for multi-rater reviews.

NEW QUESTION # 37
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. You can only select up to two additional managers.
- B. Additional managers cannot receive a review that includes a Feedback section.
- 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.

Answer: D

Explanation:
* ForAdditional Managersto evaluate, the template must include aCompetencies 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 # 38
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 Periods
- B. Maintain Goal Categories
- C. Maintain Goal Payout Bands
- D. Maintain Goal Completion Statuses

Answer: A

Explanation:
* Organizational goals are tied togoal 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 anew goal periodin 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 theMaintain Goal Periodstask.
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 # 39
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