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Workday pro exam 2025 UPDATE!
COMPREHENSIVE QUESTIONS AND VERIFIED
ANSWERS (COMPLETE SOLUTIONS)
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Terms in this set (72)

| | |
|---|---|
| You want to set up benefit partners to only see and support workers in a specific location in hierarchies. What security group type allows you to identify the benefits partners as members and allow you to constrain their access defined location hierarchies? | Role-based constrained |
| How are user based security groups assigned to a worker? | They are assigned based on role assignment |
| Which security group types use other security groups to determine membership? | Role- based unconstrained and organization membership |

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Our practice exams are designed solely to help you get your Workday Workday-Pro-Talent-and-Performance certification on your first try. A Workday Workday-Pro-Talent-and-Performance practice test will help you understand the exam inside out and you will get better marks overall. It is only because you have practical experience of the exam even before the exam itself. Dumpexams offers authentic and up-to-date study material that every candidate can rely on for good preparation. Our top priority is to help you pass the Workday Pro Talent and Performance Exam (Workday-Pro-Talent-and-Performance) exam on the first try.

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"> 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 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"> 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 5 | <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. |

>> Workday-Pro-Talent-and-Performance Trustworthy Exam Content <<

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Workday Pro Talent and Performance Exam Sample Questions (Q42-Q47):

NEW QUESTION # 42

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. Allow User to Add Existing Goals Manually
- B. Show Additional Rating to Employee
- C. Load Relevant Goals
- D. Items Rated

Answer: C

Explanation:

* 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."

NEW QUESTION # 43

A manager wants to request feedback about a worker.

They select a locked feedback template to initially populate questions. What can the manager do?

- A. The manager may add additional new questions.
- B. The manager may add a question from a bank of previously written questions.
- C. The manager may edit the defaulted questions to better meet their requirements.
- D. The manager may only use the default questions.

Answer: D

Explanation:

* Feedback templates in Workday can be delivered as locked or editable.

* A locked feedback template ensures consistency across the organization, meaning the manager cannot add, edit, or delete questions.

* Only the default questions included in the template may be used.

* Options A, C, and D would apply if the template were editable, but they are not possible in a locked template.

References:

Workday Feedback configuration documentation.

Workday Pro Talent & Performance certification study material: "Locked templates prevent managers from adding or editing questions. Only the delivered questions are used."

NEW QUESTION # 44

Your annual performance review includes goals, feedback, and responsibilities. Your business process includes these steps:

* Set Review Content

* Get Additional Reviewers

* Assess Potential

* Complete Manager Evaluation

What step will the workflow not use?

- A. Get Additional Reviewers
- B. Complete Manager Evaluation
- C. Assess Potential
- D. Set Review Content

Answer: C

Explanation:

* In Workday's annual performance review process, typical default steps are:

* Set Review Content# defines template contents (goals, feedback, responsibilities).

* Get Additional Reviewers# allows adding reviewers.

* Complete Manager Evaluation# manager provides evaluation.

* Assess Potential is not part of the performance review process; it belongs to Talent Review / Succession Planning processes.

* Therefore, the workflow will not use Assess Potential in a performance review.

References:

Workday Performance Review vs. Talent Review process distinction in Pro materials.

Workday configuration: "Assess Potential" is a Talent module step, not part of standard performance review flows.

NEW QUESTION # 45

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. Questions
- **D. Feedback**

Answer: D

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 # 46

You want each talent partner to create their own talent pools and be able to manually add or remove pool members. If they choose to create a pool that is not shared with others, what type of talent pool will they create?

- A. Restricted Static Talent Pool
- **B. Private Static Talent Pool**
- C. Private Dynamic Talent Pool
- D. Restricted Dynamic Talent Pool

Answer: B

Explanation:

- * Static Talent Poolsallowmanual addition and removalof members.
- * Privatemeans the pool is only visible to the creator and not shared with others.
- * Therefore, aPrivate Static Talent Poollets talent partners create their own pools, manage membership manually, and keep them unshared.
- * Incorrect options:
- * Dynamic Pools# membership is controlled by saved searches, not manual additions.
- * Restricted Pools# visibility is limited to certain groups but still shared, not completely private.

References:

Workday Talent Pools configuration guide.

Pro certification training:"Private Static Pools allow personal management of membership without sharing."

NEW QUESTION # 47

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