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Workday Pro Talent and Performance Exam Sample Questions (Q17-Q22):

NEW QUESTION # 17
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. Competencies
- B. Feedback
- C. Goals
- D. Questions

Answer: B

Explanation:
* For multi-rater reviews, the essential template section is Feedback.
* 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 # 18
As an administrator, what is an attribute of feedback badges?

- A. You can create custom badges using Workday-delivered icons.
- B. You can delete badges at any time.
- C. You can make badges required when entering feedback.
- D. You can allow recipients to decline badges.

Answer: C

Explanation:
In Workday Talent & Performance, feedback badges are a visual and motivational way to recognize employees when providing feedback. Administrators configure the rules and usage of these badges.
Let's carefully review the options:
* A. You can delete badges at any time.
* Not correct.
* Once a badge is actively in use (already given to workers in feedback), it cannot simply be deleted, because that would break historical data. Instead, administrators can make badges inactive
, but they remain in the system for reporting integrity.
* B. You can make badges required when entering feedback.
* Correct.
* Workday configuration allows admins to require that feedback entries include a badge. This ensures that every feedback

submission carries a visual, standardized recognition element alongside the narrative text.
* This aligns with the study guide underFeedback and Recognition, which highlights that "badges may be configured as required fields for any feedback process."
* C. You can create custom badges using Workday-delivered icons.
* Not exactly.
* You can createcustom badges, but you upload yourown images/icons. Workday provides sample ones, but they aren't the only option. You are not restricted to Workday-delivered icons.
* D. You can allow recipients to decline badges.
* Incorrect.
* Employeescannot declinebadges once they are attached to feedback. Feedback is submitted as part of the talent/performance process, and the badge is embedded.
Therefore, the unique administrator attribute here is the ability tomake badges required when entering feedback.
#References
* Workday Pro Talent & Performance Guide- Feedback Badges configuration:"Administrators can make badge selection mandatory when submitting feedback, ensuring consistent recognition across the organization."
* ERP Cloud Training (Talent & Performance Badges section): Confirms thatbadges can be required for feedback, cannot be declined by recipients, and must be inactivated (not deleted) when no longer in use.
* Workday Community (Feedback and Recognition documentation):Custom badges can be created by uploading images, not restricted to Workday-delivered icons.

NEW QUESTION # 19
An organization has recently started the talent review process. A manager wants to take action on assigned tasks, while also viewing the team's current performance ratings and potential assessments.
What report would allow the manager to do so?

* A. Employee Review Status Summary report
* B. Talent Review Status Summary report
* C. My Team's Performance Reviews report
* D. Talent Snapshot report

Answer: B

Explanation:
* TheTalent Review Status Summary reportprovides managers with visibility into their team's currentperformance ratings, potential assessments, and status within the talent review cycle.
* It also allows them to take action on assigned tasks during the process.
* Incorrect options:
* A. Employee Review Status Summary # shows progress of performance reviews, not talent reviews.
* C. My Team's Performance Reviews # focused only on performance review tasks.
* D. Talent Snapshot # shows detailed worker profiles, not task/action tracking in talent reviews.
References:
Workday delivered reporting catalog.
Workday Pro Talent Review training content.

NEW QUESTION # 20
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. Readiness
* B. Achievable Level
* C. Retention
* D. Potential

Answer: A

Explanation:
* In succession planning, theReadinesstalent attribute represents thetimeframein 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 # 21

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.
When workers create their goals, they need to include a goal description.
Where do you make the goal description a required field?

* A. Configure Organization Goals section
* B. Maintain Goal Units task
* C. Configure Individual Goals section
* D. Maintain Goal Categories task

Answer: C

Explanation:
* To make specific goal fieldsmandatory(such as requiring a goal description), you must configure this in theConfigure Individual Goals sectionof theMaintain Goal Setuptask.
* In this section, administrators define which fields are:
* Required(must be completed by the worker),
* Optional, or
* Hidden(not shown to users).
* TheMaintain Goal Categories taskonly sets up categories such as Innovation, Financial, Productivity.
* TheMaintain Goal Units taskconfigures measurement units (e.g., percentages, dollars).
* TheConfigure Organization Goals sectiongoverns how enterprise-level organizational goals behave, but does not control whether an individual field like "Description" is required.
Therefore, to enforce that workers must always provide a goal description, you configure this requirement in theConfigure Individual Goals section.
References:
Workday Talent & Performance Admin Guide: "Configure Individual Goals section allows fields such as description, due date, and measurement to be marked as required or optional." Workday Pro Talent & Performance study material confirms:"Goal description requirements are set in Configure Individual Goals, not in organization goal setup or categories."

NEW QUESTION # 22

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