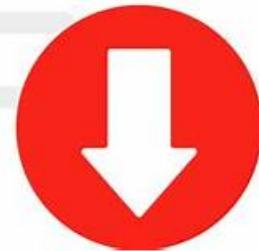


# Workday-Pro-Talent-and-Performance Test Dumps: Workday Pro Talent and Performance Exam & Workday Pro Talent and Performance Exam Questions & Answers



## Q&A (Questions and Answers)



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

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

Topic 2	<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 3	<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 4	<ul style="list-style-type: none"> <li>• 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.</li> </ul>
Topic 5	<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>

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

### **NEW QUESTION # 42**

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 review, you need a new review template. This template must contain sections for both professional and personal goals.

What task do you need to configure before you can create the new template?

- A. Maintain Goal Periods
- B. Maintain Goal Setup
- C. **Maintain Employee Review Section Types**
- D. Maintain Employee Review Setup

### **Answer: C**

Explanation:

- \* Before creating a review template, you must define the section types available in reviews.
- \* Since the template requires two different goal sections (professional and personal), you must configure them as Employee Review Section Types.
- \* Incorrect options:
  - \* A. Maintain Goal Periods # defines timeframes, not template sections.
  - \* C. Maintain Goal Setup # configures goal rules, not review template sections.

\* D. Maintain Employee Review Setup # overall setup but does not define section types.

References:

Workday Employee Review Template admin documentation.

Workday Pro exam study guide: "Use Maintain Employee Review Section Types to enable multiple goal sections in review templates."

### NEW QUESTION # 43

An employee had a manager from January through August. The employee then had a new manager from September through December.

In the Start Performance Review business process, for the Complete Manager Evaluation step, what security group would you use to route the step to the employee's manager that they had in January?

- A. Manager
- B. Matrix Manager
- C. Manager for Majority of Event
- D. Primary Manager

**Answer: C**

Explanation:

\* In a performance review event spanning multiple months, Workday determines which manager should receive the evaluation step.

\* The optionManager for Majority of Event ensures that the manager who supervised the employee for the longest portion of the review period (in this case, January-August) is the one who receives the task.

\* Incorrect options:

- \* A. Manager # routes to current manager by default, not historical.
- \* C. Matrix Manager # used for matrix org relationships, not standard review.
- \* D. Primary Manager # is the current primary manager at the time of launch.

References:

Workday Business Process configuration rules for manager evaluation steps.

Workday Pro study content: "Use Manager for Majority of Event when you need the prior manager to complete the evaluation."

### NEW QUESTION # 44

You recently created a talent pool to help develop potential new managers. You added ten managers to the pool. Now you want to assign two self-development goals to each member of the talent pool.

What task allows you to assign those two goals to all members in one event?

- A. Manage Organization Goals
- B. Create Goal for Worker
- C. Maintain Goals Setup
- D. Add Goal To Employees

**Answer: D**

Explanation:

In Workday Talent & Performance, when you want to assign goals to a group of employees (such as everyone in a talent pool), you must use the "Add Goal To Employees" task.

Here's why:

- \* Create Goal for Worker
  - \* This task is specific to one worker at a time. It would not allow you to mass-assign goals to multiple workers.
  - \* Suitable when you want to add a goal for an individual employee.
- \* Manage Organization Goals
  - \* Used to define organization-wide goals (e.g., company objectives).
  - \* These can be cascaded, but they are not tied to an action that assigns two goals directly to all members of a talent pool.
- \* Maintain Goals Setup
  - \* This is for configuring goal settings (e.g., categories, weights, behaviors) at the tenant level.
  - \* It doesn't execute the action of assigning goals to workers.
- \* Add Goal To Employees
  - \* Specifically designed for mass goal assignment.
  - \* You can select multiple employees (for example, all 10 members of your talent pool) and assign the same goals in a single event.

\* This is the only option that fulfills the requirement of assigning two self-development goals to all members in one step.

#References

\* Talent & Performance Study Guide topics:

\* Goal Management: Covers the difference between worker-specific vs. mass goal actions.

\* Talent Pools: Workday documentation explains that pools are often used for succession planning and development, and "Add Goal to Employees" is the correct bulk action for assigning development activities.

\* External Training Reference: ERP Cloud Training notes that "The Add Goal To Employees task allows administrators to assign multiple goals across groups such as talent pools or organizations, enabling faster alignment with development plans." #web source on Talent & Performance training#

\* Workday Pro Talent & Performance Flashcards: Confirm that the correct way to mass assign goals is via Add Goal To Employees task, not Manage Organization Goals (which is only for defining org-level goals).

## NEW QUESTION # 45

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

### Answer: C

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 Periods 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 # 46

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:

- \* 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 # 47

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