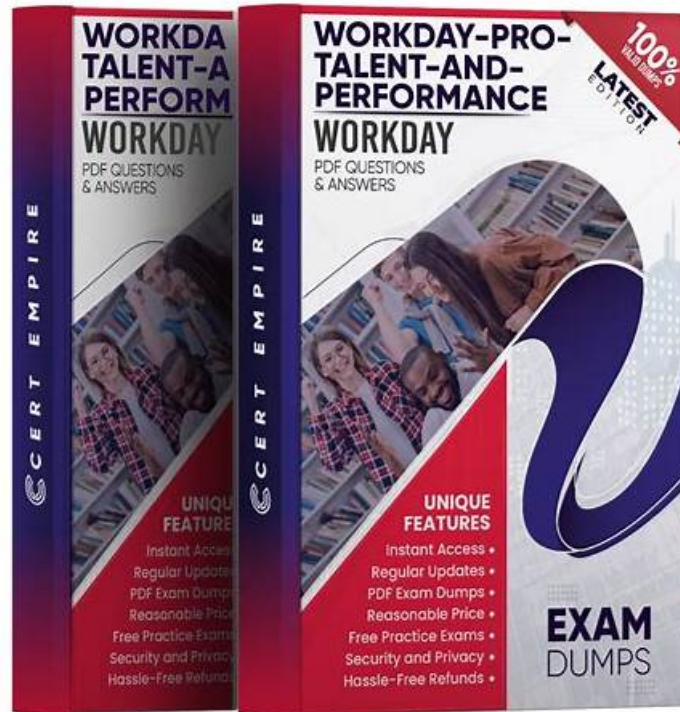


# Workday-Pro-Talent-and-Performance Exam Syllabus, New Workday-Pro-Talent-and-Performance Test Testking



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## Workday Pro Talent and Performance Exam Sample Questions (Q33-Q38):

### NEW QUESTION # 33

Your organization launches talent reviews for the entire organization on an annual basis. You created a new Talent Lead security group to initiate the talent review event.

What do you need to modify to enable this configuration?

- A. Both the Launch Talent Reviews business process security policy and the Talent Review domain security policy
- B. Both the Talent Review business process security policy and the Talent Review domain security policy
- C. The Talent Review business process security policy
- D. The Launch Talent Reviews business process security policy

**Answer: A**

Explanation:

This scenario involves enabling a new security group (Talent Lead) to initiate Talent Review events in Workday. To achieve this, you need to configure both the business process security and domain security that govern Talent Reviews.

\* Launch Talent Reviews business process security policy

\* This policy controls who has permission to initiate the Talent Review event.

\* Without updating this, the new Talent Lead group cannot start the review process.

\* Talent Review domain security policy

\* This policy governs access to Talent Review objects, such as templates, review events, grids, and attributes.

\* Without updating domain security, even if the group can launch the process, they will not be able to view or interact with the talent review itself.

\* Incorrect alternatives

\* Option B (Launch Talent Reviews only): This would allow the group to initiate the process, but they would lack access to view or work with the reviews.

\* Option C (Talent Review business process security policy): There is no generic "Talent Review business process"; the correct one is "Launch Talent Reviews."

\* Option D (Talent Review business process + domain security): Misstated. The business process in question is "Launch Talent Reviews," not a general Talent Review business process.

Therefore, the correct answer is to update both the Launch Talent Reviews business process security policy and the Talent Review domain security policy so that the Talent Lead group has both initiation rights and access permissions.

References

\* Workday Pro Talent & Performance Certification Guide - Security in Talent Reviews: Explains that both business process security and domain security must be configured for security groups responsible for launching talent reviews.

\* ERP Cloud Training - Talent Review Security: Notes that business process security grants initiation rights, while domain security controls access to objects and review content.

\* Workday Community Documentation - Talent Review Setup: Confirms that both the Launch Talent Reviews business process policy and the Talent Review domain security policy must be modified when a new security group is added to initiate reviews.

### NEW QUESTION # 34

A manager starts the Assess My Team's Potential task.

What option allows them to suggest workers for a job profile and if enabled tracking potential successors for a succession plan?

- A. Review Rating
- B. Retention
- C. Achievable Level
- D. Nominations

**Answer: D**

Explanation:

\* In the Assess My Team's Potential task, managers can make Nominations:

\* Suggest workers for specific job profiles.

\* Track potential successors for succession plans (if enabled).

\* Incorrect options:

\* A. Achievable Level # indicates ceiling level, not succession tracking.

\* B. Retention # measures likelihood of leaving, unrelated to succession nominations.

\* C. Review Rating # performance measure, not tied to suggesting successors.

References:

Workday Talent & Succession Guide: "Nominations in Assess My Team's Potential allow managers to suggest successors and link to succession plans."

### NEW QUESTION # 35

You want to launch a performance review with calibration. The Talent Administrator would like to verify that all performance reviews are complete before calibration launches.

How do you configure the business process to meet this requirement?

- A. To Do step on the Complete Manager Evaluation for Performance Review business process
- B. Update Performance Review Rating for Manager Evaluation step on the Complete Manager Evaluation for Performance Review business process
- C. Shared Participation step on the Launch Calibration business process
- **D. The Await Calibration Completion service step in the Complete Manager Evaluation for Performance Review business process**

**Answer: D**

Explanation:

- \* When using calibration with performance reviews, Workday requires reviews to be completed first before calibration begins.
- \* The correct configuration is to insert the "Await Calibration Completion" service step into the Complete Manager Evaluation for Performance Review business process.
- \* This ensures that calibration will not launch until all manager evaluations are complete.
- \* Other options:
  - \* To Do step# only generates a reminder, not an enforced process dependency.
  - \* Shared Participation step on Launch Calibration# configures collaboration for calibration itself, not sequencing.
  - \* Update Performance Review Rating step# controls how ratings are updated, not workflow dependencies.

References:

Workday Talent & Performance BP configuration documentation.

Workday Pro study materials: "Use Await Calibration Completion step in Complete Manager Evaluation BP to enforce review completion before calibration."

### NEW QUESTION # 36

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

**Answer: A**

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 # 37

While configuring the Performance Review business process, you added a Complete Additional Manager Evaluation step. However, when testing, the manager is not receiving the Inbox task to select other managers.

What do you configure on the employee review template to route this step to the manager's Inbox?

- A. Add a competencies section to the template.
- **B. Enable the Additional Manager Evaluation for All Sections on the Other Reviewer Options section.**
- C. Add a rule in the Applies To field to limit performance reviews to workers with additional jobs.
- D. Require Additional Managers to enter a comment in the Overall section.

**Answer: B**

Explanation:

\* When you add a Complete Additional Manager Evaluation step in the Performance Review BP, the system only generates the Inbox task if the employee review template is configured to allow it.

\* This is controlled in the Other Reviewer Options section of the template.

\* You must enable "Additional Manager Evaluation for All Sections" for the task to route correctly.

\* Incorrect options:

\* A. Adding a competencies section is unrelated to routing.

\* B. Requiring comments in the Overall section doesn't trigger the step.

\* D. Applies To field rules limit applicability but won't control routing to the direct manager.

References:

Workday Employee Review Template configuration guide.

Workday Pro exam material: "Enable Additional Manager Evaluation for All Sections in the template to activate the BP step."

### NEW QUESTION # 38

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