

# Workday's Exam Questions for Workday-Pro-Talent-and-Performance Ensure 100% Success on Your First Attempt

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**Workday pro exam 2025 UPDATE|  
COMPREHENSIVE QUESTIONS AND VERIFIED  
ANSWERS (COMPLETE SOLUTIONS)  
GUARANTEED SUCCESS IGRADE A+!! (100%  
ACCURATE) GET IT RIGHT!!**



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

Topic	Details

Topic 1	<ul style="list-style-type: none"> <li>• <b>Business Process Management (BPM):</b> 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>• <b>Configurable Security:</b> 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 3	<ul style="list-style-type: none"> <li>• <b>Operational Reporting:</b> 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>
Topic 4	<ul style="list-style-type: none"> <li>• <b>Performance Enablement:</b> 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 5	<ul style="list-style-type: none"> <li>• <b>Talent Management (TM):</b> 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>

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### Workday Pro Talent and Performance Exam Sample Questions (Q30-Q35):

#### NEW QUESTION # 30

A worker is providing feedback and they only want it to be visible to the feedback recipient.  
What kind of feedback allows for this?

- A. Confidential
- B. Public
- C. Private
- D. Anonymous

**Answer: C**

Explanation:

- \* In Workday, Private Feedback is visible only to the feedback recipient.
- \* Confidential Feedback is visible to both the recipient and their manager.
- \* Anonymous Feedback hides the identity of the feedback giver but may still be visible to managers or admins depending on configuration.
- \* Public Feedback is broadly visible across the organization or workgroup.

Therefore, the only feedback type that ensures visibility only to the recipient is Private Feedback.

References:

Workday Talent & Performance study material on feedback types.

Workday Pro Talent & Performance training notes: "Private feedback is restricted to the recipient alone; confidential feedback

includes the manager, while public feedback is visible more broadly."

### NEW QUESTION # 31

What task do you configure to use suggested skills?

- A. Configure Optional Fields
- **B. Maintain Skills and Experience Setup**
- C. Edit Tenant Setup - System
- D. Edit Tenant Setup - HCM

**Answer: B**

Explanation:

- \* Suggested skills functionality is enabled and configured using the Maintain Skills and Experience Setup task.
- \* This controls whether Workday will suggest skills to workers based on their profiles and activity.
- \* Incorrect options:
- \* Edit Tenant Setup - System and Edit Tenant Setup - HCM# global settings, not skill suggestions.
- \* Configure Optional Fields# defines visibility of fields but not skill suggestion functionality.

References:

Workday Talent & Performance documentation: "Suggested skills are configured in Maintain Skills and Experience Setup." Pro Talent certification material confirms this task.

### NEW QUESTION # 32

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.

You need to create a new annual review template with several sections, including Feedback, Goals, Questions, and Competencies.

What component is not a prerequisite to create a new annual review template with these sections?

- **A. Review Types**
- B. Review Questions
- C. Feedback Template
- D. Competencies

**Answer: A**

Explanation:

- \* To create a review template with sections such as Feedback, Goals, Questions, and Competencies, you must have these components configured in advance:
- \* Review Questions# required if the template uses a questions section.
- \* Feedback Template# required if a feedback section is included.
- \* Competencies# required if competencies are included.
- \* Review Types are not a prerequisite to create a review template. They categorize reviews (annual, quarterly, etc.) but are not required in template configuration.

References:

Workday Review Template setup guidelines.

Workday Pro training material: "Questions, feedback templates, and competencies must be configured to build corresponding review sections."

### NEW QUESTION # 33

What functionality prevents managers from having visibility to peer-to-peer feedback?

- A. Feedback Badges
- **B. Private Feedback**

- C. Confidential Feedback
- D. Anonymity

**Answer: B**

Explanation:

- \* Private Feedback ensures that only the feedback recipient can see the comments.
- \* This means managers have no visibility to peer-to-peer private feedback.
- \* Other options:
- \* Confidential Feedback is visible to both the worker and their manager.
- \* Feedback Badges are 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 # 34

Your organization has detailed new goals that are tied to your divisions. The manager of each division needs to create a goal, then distribute that goal to their direct reports.

What task do managers use to accomplish this?

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

**Answer: C**

Explanation:

- \* Add Goal To Employees is used for bulk assigning existing goals to workers, not for creating new organizational goals.
- \* Maintain Goal Completion Statuses is used to track and update progress, not goal creation.
- \* Create Goal for Worker applies only to individual workers.
- \* Manage Organization Goals is the correct task for a manager to create a goal at the division or supervisory organization level and cascade it to their direct reports.

References:

Workday Talent & Performance: Goal Management.

Workday Pro study guide: "Managers use Manage Organization Goals to create and cascade organizational goals to their teams."

### NEW QUESTION # 35

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