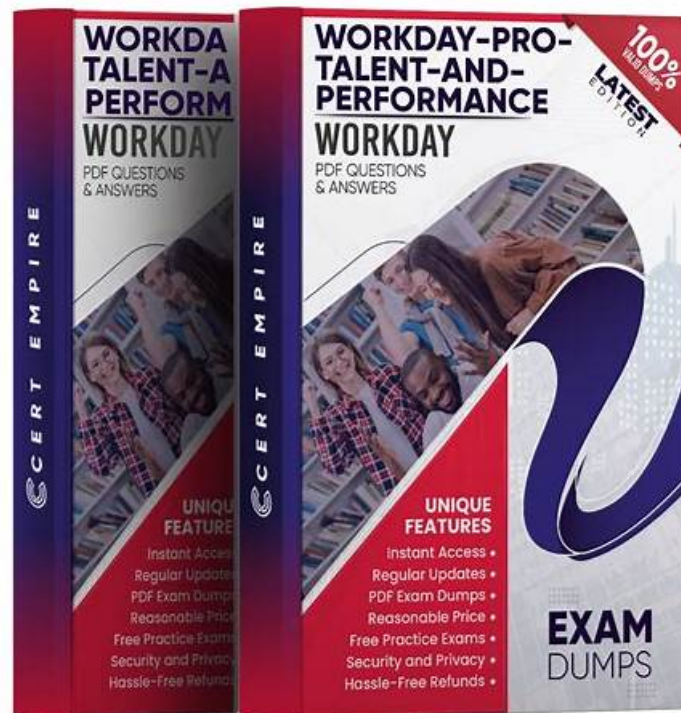


Brain Workday-Pro-Talent-and-Performance Exam - Workday-Pro-Talent-and-Performance Latest Demo



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Workday-Pro-Talent-and-Performance Latest Demo & Exam Workday-Pro-Talent-and-Performance Training

These Workday Workday-Pro-Talent-and-Performance Exam questions help you practice theoretical and practical skills in different aspects, making problem-solving easier. Our Workday Workday-Pro-Talent-and-Performance questions PDF is a complete bundle of problems presenting the versatility and correlativity of questions observed in past exam papers. These questions are bundled into Workday Workday-Pro-Talent-and-Performance PDF Questions following the official study guide.

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

Topic	Details

Topic 1	<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 2	<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 3	<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 4	<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.
Topic 5	<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.

Workday Pro Talent and Performance Exam Sample Questions (Q35-Q40):

NEW QUESTION # 35

What field does Workday require when you create a competency?

- A. Competency Description
- B. Category
- C. Name
- D. Proficiency Rating Scale

Answer: C

Explanation:

When creating a competency in Workday Talent & Performance, the system enforces certain required fields.

* Name:

* This is the mandatory field. Every competency must have a name so it can be identified in job profiles, performance reviews, and talent pools.

* Without a name, Workday will not allow you to save or proceed.

* Proficiency Rating Scale:

* This is important for measuring competencies (e.g., Basic # Intermediate # Advanced # Expert).

* However, it is not required at the point of creation. If you don't assign one, the system can still save the competency, though you may not be able to rate employees effectively without linking a scale later.

* Competency Description:

* Highly recommended for clarity and reporting.

* But this field is optional, not enforced by Workday.

* Category:

* Used to group competencies (e.g., Leadership, Technical, Communication).

* Again, optional and for organizational purposes only.

Thus, while other fields add functionality and structure, the only required field to create a competency is the Name.

#References

* Talent & Performance Learning Material: Competencies are created with "Name" as required, while "Description, Proficiency Scale, and Category" are optional metadata used to support evaluation and reporting.

* Workday Pro Talent & Performance study outlines: Under the Competencies section, it explicitly states: "The only mandatory field is Name. Description, Proficiency Rating Scale, and Category are optional fields that can be configured for richer competency management." #web source Talent & Performance training + community notes#

* ERP Cloud Training - Workday Talent & Performance course: Highlights that "Name is required when creating a competency; all other fields are optional depending on business needs."

NEW QUESTION # 36

For additional managers to participate in an employee's performance review, the employee's direct manager receives the Additional Manager task in their Inbox. They enter the employee's matrix manager, former manager, and a manager who works closely with the employee.

When they submit the task, an error displays. Why did the error occur?

- A. Additional managers cannot receive a review that includes a Feedback section.
- B. You can only select up to two additional managers.
- C. You can only select additional managers who are members of the Manager security group.
- **D. Additional managers can only receive a review that includes a Competencies section.**

Answer: D

Explanation:

* For Additional Managers to evaluate, the template must include a Competencies section.

* If a review lacks competencies, additional managers cannot complete evaluations, and the system throws an error.

* Incorrect options:

* A. Feedback section # does not block additional managers.

* B. Manager security group # any nominated reviewer with correct access can be added; not restricted only to security group membership.

* D. Up to two additional managers # there is no hard limit of two; multiple can be assigned.

References:

Workday template setup documentation: Additional Manager Evaluation requires competencies.

Workday Pro certification prep: "Additional managers must evaluate competencies; otherwise, an error displays."

NEW QUESTION # 37

An enterprise uses only the job management staffing model.

What option groups workers for succession purposes?

- **A. Succession Pools**
- B. Development Plan
- C. Succession Plans
- D. Candidate Pools

Answer: A

Explanation:

* Even when using a job management staffing model, organizations use Succession Pools to group workers for succession planning.

* Pools identify workers with potential to step into key roles in the future.

* Incorrect options:

* A. Development Plan # defines individual growth steps, not succession grouping.

* B. Candidate Pools # used in recruiting, not succession.

* C. Succession Plans # tied to specific positions or job profiles, not used for general grouping in job management models.

References:

Workday Succession Planning guide: "Succession Pools are used to group workers in job management staffing models."

NEW QUESTION # 38

Refer to the following scenario to answer the question below.

Your Performance Review business process includes the following steps:

- (a) Set Review Content
- (b) Get Additional Reviewers
- (c) Complete Self Evaluation
- (d) Complete Manager Evaluation

For the Get Additional Reviewers step, a worker submits reviewer names, then their manager needs to approve the proposed

additional reviewers.

Where would you configure this approval step?

- A. On the Performance Review business process, immediately after the Get Additional Reviewers step
- B. On the Get Additional Reviewers subprocess, immediately after the Complete Additional Evaluation for Performance Review step
- C. On the Performance Review business process, immediately after the Complete Manager Evaluation step
- **D. On the Get Additional Reviewers subprocess, immediately after the initiation step**

Answer: D

Explanation:

- * The Get Additional Reviewers subprocess is responsible for collecting reviewer nominations.
- * If you want the manager to approve reviewer names after a worker submits them, you configure an Approval step inside this subprocess.
- * It should be placed immediately after the initiation step to ensure manager approval occurs before reviewers are finalized.
- * Incorrect options:
- * A. Adding approval in the main Performance Review BP won't tie it directly to the reviewer nominations.
- * B. Placing approval after "Complete Additional Evaluation" is too late-reviewers would already be acting.
- * C. Approval after manager evaluation is unrelated to reviewer setup.

References:

Workday Performance Review subprocess design documentation.

Workday Pro Talent & Performance exam prep: "Manager approval of reviewer nominations must be configured in the Get Additional Reviewers subprocess."

NEW QUESTION # 39

What task do you configure to use suggested skills?

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

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 # 40

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