Authoritative Workday-Pro-Talent-and-Performance– 100% Free Associate Level Exam | Workday-Pro-Talent-and-Performance Test Study Guide

The passing rate of our Workday-Pro-Talent-and-Performance training quiz is 99% and the hit rate is also high. Our professional expert team seizes the focus of the exam and chooses the most important questions and answers which has simplified the important Workday-Pro-Talent-and-Performance information and follow the latest trend to make the client learn easily and efficiently. We update the Workday-Pro-Talent-and-Performance Study Materials frequently to let the client practice more and follow the change of development in the practice and theory.

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

Topic	Details
Topic 1	• 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 2	• 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.
Topic 3	• 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	• 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 5	• 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.

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Workday Pro Talent and Performance Exam Sample Questions (Q26-Q31):

NEW QUESTION # 26
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. Public
- B. Confidential
- C. Anonymous
- D. Private

Answer: D

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 # 27

You want to create a talent pool that automatically updates its members based on criteria. You also want those in the Manager role to only have permissions to the members of their organization.
What type of talent pool do you create?

- A. Open Dynamic Talent Pool
- B. Restricted Dynamic Talent Pool
- C. Open Static Talent Pool
- D. Restricted Static Talent Pool

Answer: B

Explanation:
* ADynamic Talent Poolautomatically updates membership based on the results of a saved search.
* Making itRestrictedensures that access is limited-so onlyManagershave visibility/permissions to the members of their supervisory organization.
* Incorrect options:
* Open Dynamic# open visibility, not restricted by role.
* Open Static# membership is manual, not automatic, and visibility is open.
* Restricted Static# membership is manual, not dynamic.
References:
Workday Talent Pool documentation:"Restricted Dynamic Talent Pools allow managers to see only their organizational members with dynamic updates."

NEW QUESTION # 28
What statement describes the Skills Cloud feature?

- A. Skills Cloud requires an Innovation Services subscription.
- B. Skills Cloud prevents enterprises from adding their own skills.
- C. Skills Cloud only accesses customer-tenanted skills.
- D. Skills Cloud is automatically available.

Answer: D

Explanation:
* Workday Skills Cloudis a delivered feature included automatically with Workday tenants.
* It uses machine learning to normalize skills across the system.
* Incorrect options:
* A.Only accesses customer-tenanted skills# false, it includes Workday's universal skills ontology.
* B.Prevents enterprises from adding skills# false, enterprises can add custom skills.
* C.Requires Innovation Services subscription# false, Skills Cloud is included automatically, not a paid add-on.
References:
Workday Skills Cloud overview:"Skills Cloud is automatically enabled and does not require additional licensing."

NEW QUESTION # 29
The HR department wants to gather talent information from their employees and managers.
What business process can they use?

- A. Complete Manager Evaluation
- B. Start Performance Review
- C. Launch Calibration
- D. Launch Talent Review

Answer: D

Explanation:
* TheLaunch Talent Reviewbusiness process is used by HR and Talent Partners to gather, review, and calibrate employee information from both employees and managers.
* It provides a structured way to collect talent-related data (performance, potential, risk of loss, impact of loss, etc.) for workforce planning and succession.

* Incorrect options:
* Complete Manager Evaluation# part of performance reviews, not general talent data gathering.
* Launch Calibration# aligns ratings but does not broadly gather talent information.
* Start Performance Review# focused on annual/performance evaluations, not holistic talent review.
References:
Workday Talent Review documentation:"Launch Talent Review is the business process to gather talent information from employees and managers."

NEW QUESTION # 30

During testing, you launched a Performance Review event with calibrations and all events are still in- progress. You notice that the goals are not populating as planned.
What is the first task you should run before you correct your configuration?

- A. The Mass Rescind Business Process task for Start Performance Review and Launch Calibration, without the subprocesses
- B. The Mass Rescind Business Process task for Start Performance Review only, including the subprocesses
- C. The Mass Cancel Business Process task for Start Performance Review only, without the subprocesses
- D. The Mass Cancel Business Process task for Start Performance Review and Launch Calibration, including the subprocesses

Answer: B

Explanation:
This scenario deals withtesting a Performance Review event that includes calibrations. Since the goals are not populating as expected, you need toreset the process correctly before fixing the configuration.
Here's why the correct choice isMass Rescind - Start Performance Review (including subprocesses):
* Rescind vs Cancel
* Rescind: Completelyremoves the business process instanceand all of its subprocesses from the system as if it never occurred. This is the proper action duringtesting, because it clears the data and lets you start fresh with corrected configuration.
* Cancel: Stops the process, but leaves historical records behind. This is not ideal for configuration testing, because it doesn't fully reset the process state.
* Why Start Performance Review only (not Calibration)
* Calibration events are tied to performance reviews. If you rescind theperformance review, the associated calibration processes are also cleared.
* If you attempt to rescind or cancel both Performance Review and Calibration separately, it can cause unnecessary complications.
* Why including subprocesses
* Performance Review has multiplesubprocesses(e.g., goal population, manager review, employee self-evaluation, calibration triggers).
* To fully clear the faulty test run, you must include all subprocesses; otherwise, remnants of the process remain in-progress and may block future testing.
* Incorrect Options Explained
* A. Mass Rescind (Performance Review + Calibration, no subprocesses)# Wrong, because calibration rescinds automatically when you rescind the review, and leaving out subprocesses creates incomplete cleanup.
* C. Mass Cancel (Performance Review + Calibration, with subprocesses)# Wrong, because Canceldoes not fully reset configuration testing.
* D. Mass Cancel (Performance Review only, no subprocesses)# Wrong, same reason:Cancelis insufficient, and leaving subprocesses active breaks cleanup.
References
* Workday Pro Talent & Performance Study Guide - Calibration & Performance Reviews:"When testing configuration errors, rescind the performance review with all subprocesses. Do not cancel, as this preserves process history and does not allow a clean retest."
* ERP Cloud Training - Workday Performance Review & Calibration:"Rescind clears all subprocesses linked to the review, including calibration. Cancel only halts the process without fully removing it."
* Workday Community Documentation - Mass Business Process Actions:Confirms thatRescind fully clears test data, while Cancel leaves records intact.

NEW QUESTION # 31

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