

# Workday-Pro-Talent-and-Performance Latest Test Simulator | Workday-Pro-Talent-and-Performance Practice Exam Online



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As the labor market becomes more competitive, a lot of people, of course including students, company employees, etc., and all want to get Workday authentication in a very short time, this has developed into an inevitable trend. Each of them is eager to have a strong proof to highlight their abilities, so they have the opportunity to change their current status, including getting a better job, have higher pay, and get a higher quality of material, etc. It is not easy to qualify for a qualifying exam in such a short period of time. Our company's Workday-Pro-Talent-and-Performance Study Guide is very good at helping customers pass the exam and obtain a certificate in a short time, and now I'm going to show you our Workday-Pro-Talent-and-Performance exam dumps. Our products mainly include the following major features.

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

Topic	Details
Topic 1	<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 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>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>

Topic 4	<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 5	<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>

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### **Workday Pro Talent and Performance Exam Sample Questions (Q41-Q46):**

#### **NEW QUESTION # 41**

As an administrator, what is an attribute of feedback badges?

- A. You can allow recipients to decline badges.
- B. You can delete badges at any time.
- C. You can make badges required when entering feedback.**
- D. You can create custom badges using Workday-delivered icons.

**Answer: C**

**Explanation:**

In Workday Talent & Performance, feedback badges are a visual and motivational way to recognize employees when providing feedback. Administrators configure the rules and usage of these badges.

Let's carefully review the options:

- \* A. You can delete badges at any time.
- \* Not correct.
- \* Once a badge is actively in use (already given to workers in feedback), it cannot simply be deleted, because that would break historical data. Instead, administrators can make badges inactive, but they remain in the system for reporting integrity.
- \* B. You can make badges required when entering feedback.
- \* Correct.
- \* Workday configuration allows admins to require that feedback entries include a badge. This ensures that every feedback submission carries a visual, standardized recognition element alongside the narrative text.
- \* This aligns with the study guide under Feedback and Recognition, which highlights that "badges may be configured as required fields for any feedback process."
- \* C. You can create custom badges using Workday-delivered icons.
- \* Not exactly.
- \* You can create custom badges, but you upload your own images/icons. Workday provides sample ones, but they aren't the only option. You are not restricted to Workday-delivered icons.
- \* D. You can allow recipients to decline badges.
- \* Incorrect.
- \* Employees cannot decline badges once they are attached to feedback. Feedback is submitted as part of the talent/performance process, and the badge is embedded.

Therefore, the unique administrator attribute here is the ability to make badges required when entering feedback.

## #References

- \* Workday Pro Talent & Performance Guide- Feedback Badges configuration:"Administrators can make badge selection mandatory when submitting feedback, ensuring consistent recognition across the organization."
- \* ERP Cloud Training (Talent & Performance Badges section): Confirms that badges can be required for feedback, cannot be declined by recipients, and must be inactivated (not deleted) when no longer in use.
- \* Workday Community (Feedback and Recognition documentation):Custom badges can be created by uploading images, not restricted to Workday-delivered icons.

## NEW QUESTION # 42

Before the performance review event began, workers set their goals. You want to automatically include their goals in the performance review content.

What configuration option do you select on the employee review template?

- A. Items Rated
- B. Show Additional Rating to Employee
- C. Allow User to Add Existing Goals Manually
- D. **Load Relevant Goals**

### Answer: D

Explanation:

- \* To automatically include goals that workers set before the review began, enable Load Relevant Goals on the employee review template.
- \* This ensures the goals tied to the review period are pulled into the content automatically.
- \* Incorrect options:
  - \* Allow User to Add Existing Goals Manually# lets employees add goals one by one, not automatic.
  - \* Show Additional Rating to Employee# provides extra rating display, unrelated to loading goals.
  - \* Items Rated# defines what is rated in the review but doesn't auto-load goals.

References:

Workday employee review template configuration.

Workday Pro Talent & Performance exam content:"Load Relevant Goals automatically includes active goals tied to the review period."

## NEW QUESTION # 43

An organization wants to assign the same employee on two succession plans.

What task should they use to complete this?

- A. Copy Succession Plan Candidates
- B. **Manage Succession Plan**
- C. Move Succession Plan
- D. Create Succession Pool

### Answer: B

Explanation:

- \* The Manage Succession Plan task allows administrators or managers to assign employees to one or more succession plans, including assigning the same employee to multiple plans.
- \* Incorrect options:
  - \* A. Create Succession Pool# creates a new pool, unrelated to assigning to multiple plans.
  - \* B. Move Succession Plan# used for plan reorganization, not assigning individuals.
  - \* C. Copy Succession Plan Candidates# duplicates candidate lists from one plan to another, but is not the standard method for assignment.

References:

Workday Succession Planning configuration documentation.

Workday Pro Talent & Performance study guide:"Use Manage Succession Plan to add workers to one or multiple plans."

## NEW QUESTION # 44

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.

The New Hire 90 Day Check-In template has several sections, including Questions and Overall. As an administrator, you want to schedule this process to route to all new hires each month.

What Employee Review Template configuration restricts the template to only new hires after 90 days?

- A. Review Type
- B. Period Start Date/Period End Date
- C. Layout Override
- **D. Applies to**

**Answer: D**

Explanation:

\* The **Applies To** field on the Employee Review Template determines which population is eligible for the review.

\* To restrict the 90-Day Check-In template so that it only applies to new hires after 90 days, you configure the **Applies To** criteria accordingly (e.g., based on hire date relative to review launch date).

\* Incorrect options:

\* **Review Type** categorizes reviews (annual, quarterly, etc.), but does not restrict worker population.

\* **Period Start/End Dates** define review timeframe, not eligibility rules.

\* **Layout Override** controls template layout, not applicability.

References:

Workday Employee Review Template configuration guide.

Workday Pro Talent & Performance exam prep: "Use **Applies To** to restrict review templates to new hires after 90 days."

## NEW QUESTION # 45

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

**Answer: C**

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 # 46

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