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ANSWERS (COMPLETE SOLUTIONS)  
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**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 benefit 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>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>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 3	<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 4	<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>
Topic 5	<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>

### Workday Pro Talent and Performance Exam Sample Questions (Q20-Q25):

#### NEW QUESTION # 20

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

#### Answer: B

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 # 21

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 can only receive a review that includes a Competencies 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 cannot receive a review that includes a Feedback section.

#### Answer: A

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 # 22

An enterprise wants to create their own list of skills and use them as search facets in reports.

What type of skills can they create to accomplish this?

- A. Synonymous skills
- B. Crowdsourced skills
- C. Maintained skills
- D. Skills Cloud skills

#### Answer: C

Explanation:

Comprehensive Detailed Explanation

\* Enterprises can create Maintained Skills - custom-defined skills that are stored and searchable in their tenant.

\* These can also be configured as search facets in reports, supporting custom analysis.

\* Incorrect options:

\* Skills Cloud skills# Workday-delivered universal ontology, not customer-specific.

\* Crowdsourced skills# skills suggested by workers, not controlled enterprise lists.

\* Synonymous skills# system-recognized synonyms, not customer-defined lists.

References:

Workday Skills Configuration documentation: Maintained skills can be created for tenant-level use in searches and reports.

### NEW QUESTION # 23

You want each talent partner to create their own talent pools and be able to manually add or remove pool members.

If they choose to create a pool that is not shared with others, what type of talent pool will they create?

- A. Restricted Dynamic Talent Pool
- **B. Private Static Talent Pool**
- C. Private Dynamic Talent Pool
- D. Restricted Static Talent Pool

**Answer: B**

Explanation:

- \* Static Talent Pools allow manual addition and removal of members.
- \* Private means the pool is only visible to the creator and not shared with others.
- \* Therefore, a Private Static Talent Pool lets talent partners create their own pools, manage membership manually, and keep them unshared.

\* Incorrect options:

- \* Dynamic Pools # membership is controlled by saved searches, not manual additions.
- \* Restricted Pools # visibility is limited to certain groups but still shared, not completely private.

References:

Workday Talent Pools configuration guide.

Pro certification training: "Private Static Pools allow personal management of membership without sharing."

**NEW QUESTION # 24**

You want to launch a talent review for a group of workers who do not belong to the same organization.

What option allows for this?

- A. Supervisory Organization
- B. Job Family
- **C. Talent Pool**
- D. Custom Organization

**Answer: C**

Explanation:

- \* To launch a Talent Review for a group of workers who do not share the same supervisory organization, you can use a Talent Pool.
- \* Talent pools allow grouping across organizations, job families, or geographies.

\* Incorrect options:

- \* Job Family # groups roles, not flexible enough for reviews across diverse workers.
- \* Supervisory Organization # too restrictive; only covers workers within that org.
- \* Custom Organization # useful for grouping but not directly designed for Talent Review events.

References:

Workday Talent Review configuration: Talent Pools as input populations.

Workday Pro Talent & Performance prep: "Use Talent Pools when reviewing cross-org worker groups."

**NEW QUESTION # 25**

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