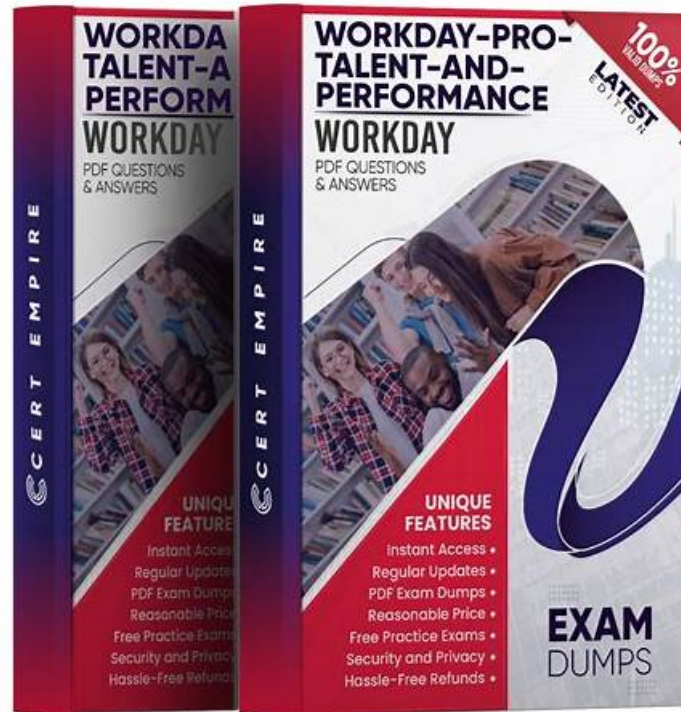


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Workday Pro Talent and Performance Exam Sample Questions (Q23-Q28):

NEW QUESTION # 23

A manager wants to cascade a goal to several workers.

What option is available in the Add Goal to Employees task?

- A. Job Profile
- B. Job Family
- C. Succession Pool
- **D. Organizations**

Answer: D

Explanation:

* In the Add Goal to Employees task, managers can cascade or assign goals to groups of workers.

* The available grouping option is by Organizations (e.g., supervisory organizations, cost centers, custom organizations).

* Succession Pools, Job Profiles, and Job Families are not selection criteria in this task. Those are used in talent or competency management contexts but not in mass goal assignment.

References:

Workday Talent & Performance documentation, Goal Management section.

Workday Pro Talent & Performance training guide: "Add Goal to Employees allows assignment to selected workers or by organizations, not by succession pools, job profiles, or job families."

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. Talent Pool**
- C. Job Family
- D. Custom Organization

Answer: B

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

Refer to the following scenario to answer the question below.

□

An enterprise creates organizational goals that include the following criteria:

* The organizational goals span five years.

* Workers can align their individual goals with the organizational goals.

* Workers must provide a description for each individual goal.

* Each individual goal must fall within one of three groupings.

When workers create their goals, they need to include a goal description.

Where do you make the goal description a required field?

- A. Configure Organization Goals section
- B. Maintain Goal Units task
- **C. Configure Individual Goals section**

- D. Maintain Goal Categories task

Answer: C

Explanation:

* To make specific goal fields mandatory (such as requiring a goal description), you must configure this in the Configure Individual Goals section of the Maintain Goal Setup task.

* In this section, administrators define which fields are:

* Required (must be completed by the worker),

* Optional, or

* Hidden (not shown to users).

* The Maintain Goal Categories task only sets up categories such as Innovation, Financial, Productivity.

* The Maintain Goal Units task configures measurement units (e.g., percentages, dollars).

* The Configure Organization Goals section governs how enterprise-level organizational goals behave, but does not control whether an individual field like "Description" is required.

Therefore, to enforce that workers must always provide a goal description, you configure this requirement in the Configure Individual Goals section.

References:

Workday Talent & Performance Admin Guide: "Configure Individual Goals section allows fields such as description, due date, and measurement to be marked as required or optional." Workday Pro Talent & Performance study material confirms: "Goal description requirements are set in Configure Individual Goals, not in organization goal setup or categories."

NEW QUESTION # 26

You want to create a performance review template with only an Overall section where the manager has to choose a rating. What configuration option accomplishes this?

- A. Calculated Ratings with No Overrides
- B. Manual Entry
- C. Calculated Ratings with Overrides
- **D. Prompt for Overall Rating**

Answer: D

Explanation:

* When you want a performance review template with only an Overall section, the correct configuration is Prompt for Overall Rating.

* This option requires the manager to provide a single overall rating without averaging or weighting items.

* Other options:

* Manual Entry# applies to ratings on items, not a single overall section.

* Calculated Ratings with No Overrides# automatically calculates from section ratings (not desired here).

* Calculated Ratings with Overrides# allows calculation plus manual override, but still requires sections/items.

References:

Workday review template setup documentation.

Pro exam study notes: "Use Prompt for Overall Rating when only an overall section rating is required."

NEW QUESTION # 27

You are assigning competencies to objects in Workday.

When Workday defines the target proficiency level for a worker, what source takes precedence?

- **A. Position**
- B. Job Profile
- C. Management Level
- D. Job Family

Answer: A

Explanation:

* Competencies can be assigned to multiple objects: job profiles, job families, positions, or management levels.

* When determining a worker's target proficiency level, Position takes precedence over all other sources.

* Order of precedence: Position > Job Profile > Job Family > Management Level.

* This allows organizations to define competencies at higher levels (family, profile) but override them at the position level if necessary.

References:

Workday Talent & Performance competency framework documentation.

Workday Pro training guide: "Position overrides job profile, job family, and management level when determining a worker's target proficiency level."

NEW QUESTION # 28

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