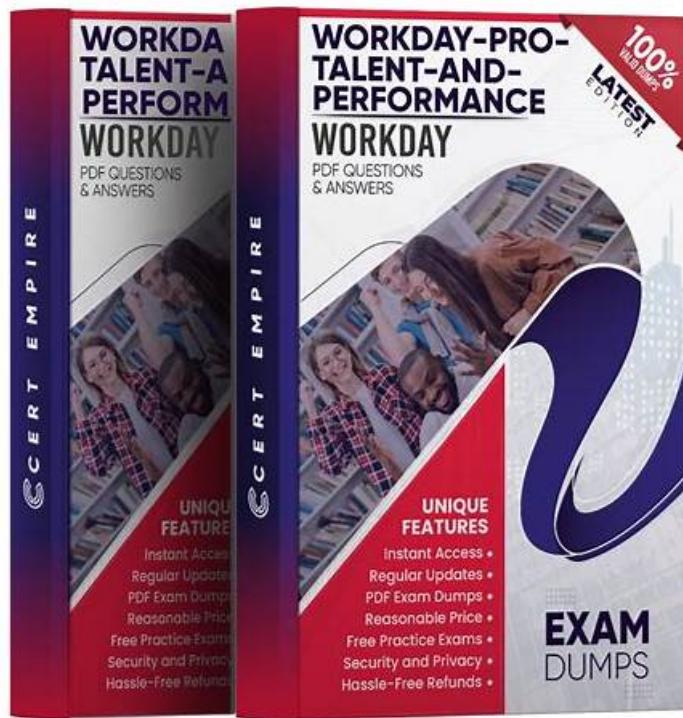


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Workday Pro Talent and Performance Exam Sample Questions (Q51-Q56):

NEW QUESTION # 51

Refer to the following scenario to answer the question below.

Maintain Goal Setup

Configure Individual Goals

1 item

Process	*Field	*Criteria	Enforce Required in Web Services	Hidden For	Required For
Manage Goals	<input type="button" value="+"/>				

More Information

Configure Organization Goals

Organization Alignment

Organization Goal Allows Organization Alignment Through Hierarchy

Default Organization Goal to Private

Enable Percent Complete

Allow Automatic Calculation of Percent Complete

Configure Goals In Reviews

Lock Goals Associated with In Progress Reviews

Allow Deletion of Goals Associated with Reviews

Allow Ordering of Goals in Reviews

Maintain Goal Units **Maintain Goal Payout Bands** **Configure Talent Tags** **Maintain Goal Categories** **Maintain Goal Periods** **Maintain Goal Completion Statuses**

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

Answer: D

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 # 52

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. Confidential
- B. Public
- 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 # 53

A manager starts the Assess My Team's Potential task.

What option allows them to suggest workers for a job profile and if enabled tracking potential successors for a succession plan?

- A. Review Rating
- B. Achievable Level
- C. Retention
- D. Nominations

Answer: D

Explanation:

* In the Assess My Team's Potential task, managers can make Nominations:

* Suggest workers for specific job profiles.

* Track potential successors for succession plans (if enabled).

* Incorrect options:

* A. Achievable Level # indicates ceiling level, not succession tracking

* B. Retention # measures likelihood of leaving, unrelated to succession nominations.

* C. Review Rating # performance measure, not tied to suggesting successors.

References:

Workday Talent & Succession Guide: "Nominations in Assess My Team's Potential allow managers to suggest successors and link to succession plans."

NEW QUESTION # 54

Which configuration is responsible for determining what actions employees and managers can take during a talent review?

- A. Talent review template rule
- B. Organization membership
- C. Domain security
- D. Employee potential

Answer: A

Explanation:

This question is about Talent Reviews in Workday and what drives the permissions or actions that employees and managers can take during the review process.

Let's analyze the choices:

- * A. Organization membership
 - * Incorrect.
 - * Organization membership (e.g., supervisory org, talent pool) determines which workers are included in the review.
 - * It does not determine what actions managers or employees can take.
- * B. Employee potential
 - * Incorrect.
 - * Employee potential is a attribute (like performance, loss impact, retention risk) used for evaluation in the talent review grid.
 - * It informs the content of the review, not the actions available to participants.
- * C. Domain security
 - * Partially correct but not the best answer.
 - * Domain security determines who has access to initiate or view Talent Reviews, but it does not drive process actions inside the review (such as rating, adding notes, or calibrating).
- * D. Talent review template rule
 - * Correct.
 - * The Talent Review Template Rule defines the configuration of the talent review process, including:
 - * Which sections appear (e.g., 9-box grid, attributes, notes).
 - * Which actions participants (employees, managers, HR partners) can perform.
 - * Whether calibration is enabled, whether participants can move employees between grid boxes, and other interactive review behaviors.
 - * This is the configuration responsible for controlling what employees and managers can do during a talent review event.

Therefore, the correct answer is Talent review template rule.

#References

- * Workday Pro Talent & Performance Certification Guide - Talent Reviews: "The talent review template rule determines the structure of the review and what actions participants may take during the review."
- * ERP Cloud Training - Workday Talent Reviews: "Template rules control functionality such as allowing participants to update potential ratings, add notes, or move workers in the grid. Security domains only manage access."
- * Workday Community Documentation - Talent Review Configuration: Confirms that template rules define the actions and behaviors within a talent review session.

NEW QUESTION # 55

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

Answer: A

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 # 56

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