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Workday Pro Talent and Performance Exam Sample Questions (Q11-Q16):

NEW QUESTION # 11

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.

For the annual multi-rater reviews, what template sections do you need to configure?

- A. Questions
- B. Goals
- **C. Feedback**
- D. Competencies

Answer: C

Explanation:

- * For multi-rater reviews, the essential template section is Feedback.
- * This allows multiple reviewers to provide input on the employee, ensuring a comprehensive evaluation.
- * Other sections (Competencies, Questions, Goals) may be included but are not required specifically for multi-rater functionality.
- * Without a Feedback section, multi-rater reviews cannot function correctly.

References:

Workday Pro Talent & Performance documentation: "Multi-rater reviews rely on Feedback sections to collect input from additional reviewers." Workday template design best practices for multi-rater reviews.

NEW QUESTION # 12

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.
- Workers' individual goals fall within one of three groups: Innovation, Financial, or Productivity.
Where do you configure the groupings?

- A. Configure Organization Goals section
- B. Configure Talent Tags task
- **C. Maintain Goal Categories task**
- D. Configure Goals to Review section

Answer: C

Explanation:

- * In the scenario, each worker's goal must fall under one of three groupings: Innovation, Financial, Productivity.
- * These groupings are set up using Goal Categories.
- * The Maintain Goal Categories task allows administrators to define these categories and enforce categorization for goal entry.
- * Incorrect options:
- * Configure Goals in Review section # affects reviews, not groupings.
- * Configure Organization Goals section # applies to enterprise-level goals, not categorization.
- * Configure Talent Tags task # defines tags used for reporting, not enforced groupings.

References:

Workday Goal Management admin setup: "Use Maintain Goal Categories to define groupings for goals." Workday Pro Talent & Performance certification material: Goals must be categorized via categories, not talent tags.

NEW QUESTION # 13

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

Answer: A

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 # 14

Your organization launches talent reviews for the entire organization on an annual basis. You created a new Talent Lead security group to initiate the talent review event.

What do you need to modify to enable this configuration?

- A. The Talent Review business process security policy
- B. Both the Talent Review business process security policy and the Talent Review domain security policy
- **C. Both the Launch Talent Reviews business process security policy and the Talent Review domain security policy**
- D. The Launch Talent Reviews business process security policy

Answer: C

Explanation:

This scenario involves enabling a new security group (Talent Lead) to initiate Talent Review events in Workday. To achieve this, you need to configure both the business process security and domain security that govern Talent Reviews.

* Launch Talent Reviews business process security policy

* This policy controls who has permission to initiate the Talent Review event.

* Without updating this, the new Talent Lead group cannot start the review process.

* Talent Review domain security policy

* This policy governs access to Talent Review objects, such as templates, review events, grids, and attributes.

* Without updating domain security, even if the group can launch the process, they will not be able to view or interact with the talent review itself.

* Incorrect alternatives

* Option B (Launch Talent Reviews only): This would allow the group to initiate the process, but they would lack access to view or work with the reviews.

* Option C (Talent Review business process security policy): There is no generic "Talent Review business process"; the correct one is "Launch Talent Reviews."

* Option D (Talent Review business process + domain security): Misstated. The business process in question is "Launch Talent Reviews," not a general Talent Review business process.

Therefore, the correct answer is to update both the Launch Talent Reviews business process security policy and the Talent Review domain security policy so that the Talent Lead group has both initiation rights and access permissions.

References

* Workday Pro Talent & Performance Certification Guide - Security in Talent Reviews: Explains that both business process security and domain security must be configured for security groups responsible for launching talent reviews.

* ERP Cloud Training - Talent Review Security: Notes that business process security grants initiation rights, while domain security controls access to objects and review content.

* Workday Community Documentation - Talent Review Setup: Confirms that both the Launch Talent Reviews business process policy and the Talent Review domain security policy must be modified when a new security group is added to initiate reviews.

NEW QUESTION # 15

While configuring the Performance Review business process, you added a Complete Additional Manager Evaluation step. However, when testing, the manager is not receiving the Inbox task to select other managers.

What do you configure on the employee review template to route this step to the manager's Inbox?

- A. Add a competencies section to the template.
- B. Add a rule in the Applies To field to limit performance reviews to workers with additional jobs.
- C. Require Additional Managers to enter a comment in the Overall section.
- **D. Enable the Additional Manager Evaluation for All Sections on the Other Reviewer Options section.**

Answer: D

Explanation:

* When you add a Complete Additional Manager Evaluation step in the Performance Review BP, the system only generates the Inbox task if the employee review template is configured to allow it.

* This is controlled in the Other Reviewer Options section of the template.

* You must enable "Additional Manager Evaluation for All Sections" for the task to route correctly.

* Incorrect options:

* A. Adding a competencies section is unrelated to routing.

* B. Requiring comments in the Overall section doesn't trigger the step.

* D. Applies To field rules limit applicability but won't control routing to the direct manager.

References:

Workday Employee Review Template configuration guide.

Workday Pro exam material: "Enable Additional Manager Evaluation for All Sections in the template to activate the BP step."

NEW QUESTION # 16

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