

# Workday-Pro-Talent-and-Performance Question Explanations | Workday-Pro-Talent-and-Performance Valid Test Materials



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## ARALING PANLIPUNAN 10 IKATLONG MARKAHAN Performance Task 3

MELC: Napahahalagahan ang tugon ng pandaigdigang samahan sa karahasan at diskriminasyon.

Panuto: Basahin ang pamamaraan sa ibaba upang makagawa ng isang reflective journal.

Pamamaraan:

- Gumawa ng reflective journal na nakatuon sa iyong sariling pananaw at reaksyon sa mga tugon ng pandaigdigang samahan sa karahasan at diskriminasyon ng mga lalaki, kababaihan at miyembro ng LGBT.
- Gawing gabay ang rubrik sa paggawa ng reflective journal.

Kategorya	Eksperto 5	Higit na Nakamit sa Inaasahan 4	Nakamit ang Inaasahan 3	Bahagyang Nakamit ang Inaasahan 2	Nagsisimula 1
IMPORMATIBO	Ang nabuong <i>Reflective Journal</i> ay nakapagbigay nang wasto at mahahalagang impormasyon tungkol sa mga tugon ng pandaigdigang samahan sa karahasan at diskriminasyon ng mga lalaki, kababaihan at miyembro ng LGBT.	Ang nabuong <i>Reflective Journal</i> ay nakapagbigay nang wastong impormasyon tungkol sa mga tugon ng pandaigdigang samahan sa karahasan at diskriminasyon ng mga lalaki, kababaihan at miyembro ng LGBT.	Ang nabuong <i>Reflective Journal</i> ay nakapagbigay ng impormasyon tungkol sa mga tugon ng pandaigdigang samahan sa karahasan at diskriminasyon ng mga lalaki, kababaihan at miyembro ng LGBT.	Ang nabuong <i>Reflective Journal</i> ay nangangailangan pa ng karagdagang impormasyon tungkol sa mga tugon ng pandaigdigang samahan sa karahasan at diskriminasyon ng mga lalaki, kababaihan at miyembro ng LGBT.	Kailanggang balikan ang mga impormasyon tungkol sa mga tugon ng pandaigdigang samahan sa karahasan at diskriminasyon ng mga lalaki, kababaihan at miyembro ng LGBT.
Paggapaliwanag	Mahusay at komprehensibo ng napaliwanag ng may akda ang kaniyang panig. Gumamit ng impormasyon mula sa mapagkakatiwalaang sanggunian upang suportahan ang ideya.	Napaliwanag ng may akda ang kaniyang panig. Gumamit ng impormasyon mula sa mapagkakatiwalaang sanggunian upang suportahan ang ideya.	Napaliwanag ng may akda ang kaniyang panig. Gumamit ng limitado ng impormasyon upang suportahan ang ideya.	Nakapagpalwanag ang may akda batay sa kaniyang personal na kaalaman sa isyu.	Mapagpapabuti pa ang nagawang <i>Reflective Journal</i> batay sa personal na kaalaman at paggamit ng mga impormasyong susuporta sa ideya ng may akda.



ARALING PANLIPUNAN DEPARTMENT  
 AP 10: Performance Task 3/TP 2025-2026

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

Topic	Details
Topic 1	<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 2	<ul style="list-style-type: none"> <li>• <b>Configurable Security:</b> 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 3	<ul style="list-style-type: none"> <li>• <b>Performance Enablement:</b> 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 4	<ul style="list-style-type: none"> <li>• <b>Operational Reporting:</b> 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 5	<ul style="list-style-type: none"> <li>• <b>Business Process Management (BPM):</b> 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>

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## Workday Pro Talent and Performance Exam Sample Questions (Q49-Q54):

### NEW QUESTION # 49

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 Goals to Review section
- B. Configure Talent Tags task
- **C. Maintain Goal Categories task**
- D. Configure Organization Goals 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 # 50

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

**Answer: B**

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 # 51

You want to create a talent pool that automatically updates its members based on criteria. You also want those in the Manager role to only have permissions to the members of their organization.

What type of talent pool do you create?

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

**Answer: C**

Explanation:

- \* A Dynamic Talent Pool automatically updates membership based on the results of a saved search.
- \* Making it Restricted ensures that access is limited-so only Managers have visibility/permissions to the members of their supervisory organization.
- \* Incorrect options:
  - \* Open Dynamic# open visibility, not restricted by role.
  - \* Open Static# membership is manual, not automatic, and visibility is open.
  - \* Restricted Static# membership is manual, not dynamic.

References:

Workday Talent Pool documentation: "Restricted Dynamic Talent Pools allow managers to see only their organizational members with dynamic updates."

### NEW QUESTION # 52

What functionality prevents managers from having visibility to peer-to-peer feedback?

- A. Confidential Feedback
- B. Feedback Badges
- C. Anonymity
- **D. Private Feedback**

**Answer: D**

Explanation:

- \* Private Feedback ensures that only the feedback recipient can see the comments.
- \* This means managers have no visibility to peer-to-peer private feedback.
- \* Other options:
- \* Confidential Feedback # visible to both the worker and their manager.
- \* Feedback Badges # recognition icons, not a visibility control.
- \* Anonymity # hides the feedback giver's name but does not control manager visibility.

References:

Workday Talent & Performance documentation: Private vs. Confidential feedback visibility.

### NEW QUESTION # 53

An organization has recently started the talent review process. A manager wants to take action on assigned tasks, while also viewing the team's current performance ratings and potential assessments.

What report would allow the manager to do so?

- A. Employee Review Status Summary report
- B. Talent Snapshot report
- C. My Team's Performance Reviews report
- **D. Talent Review Status Summary report**

**Answer: D**

Explanation:

- \* The Talent Review Status Summary report provides managers with visibility into their team's current performance ratings, potential assessments, and status within the talent review cycle.
- \* It also allows them to take action on assigned tasks during the process.
- \* Incorrect options:
- \* A. Employee Review Status Summary # shows progress of performance reviews, not talent reviews.
- \* C. My Team's Performance Reviews # focused only on performance review tasks.
- \* D. Talent Snapshot # shows detailed worker profiles, not task/action tracking in talent reviews.

References:

Workday delivered reporting catalog

Workday Pro Talent Review training content.

### NEW QUESTION # 54

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