Workday-Pro-Talent-and-Performance Relevant Answers & Workday-Pro-Talent-and-Performance Exam Sims

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

Topic	Details
Topic 1	• 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.
Topic 2	• 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.
Topic 3	• 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.

Topic 4	• 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.
Topic 5	• 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.

Workday-Pro-Talent-and-Performance Relevant Answers – The Best Exam Sims for Workday-Pro-Talent-and-Performance - Workday-Pro-Talent-and-Performance Exam Actual Questions

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Workday Pro Talent and Performance Exam Sample Questions (Q29-Q34):

NEW QUESTION # 29
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. Items Rated
- C. Show Additional Rating to Employee
- D. Load Relevant Goals

Answer: D

Explanation:
* To automatically include goals that workers set before the review began, enableLoad Relevant Goalson 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 # 30
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. Private
- B. Confidential
- C. Anonymous
- D. Public

Answer: A

Explanation:
* In Workday,Private Feedbackis visible only to thefeedback recipient.
* Confidential Feedbackis visible to both the recipient and their manager.
* Anonymous Feedbackhides the identity of the feedback giver but may still be visible to managers or admins depending on configuration.
* Public Feedbackis broadly visible across the organization or workgroup.
Therefore, the only feedback type that ensures visibilityonly to the recipientisPrivate Feedback.
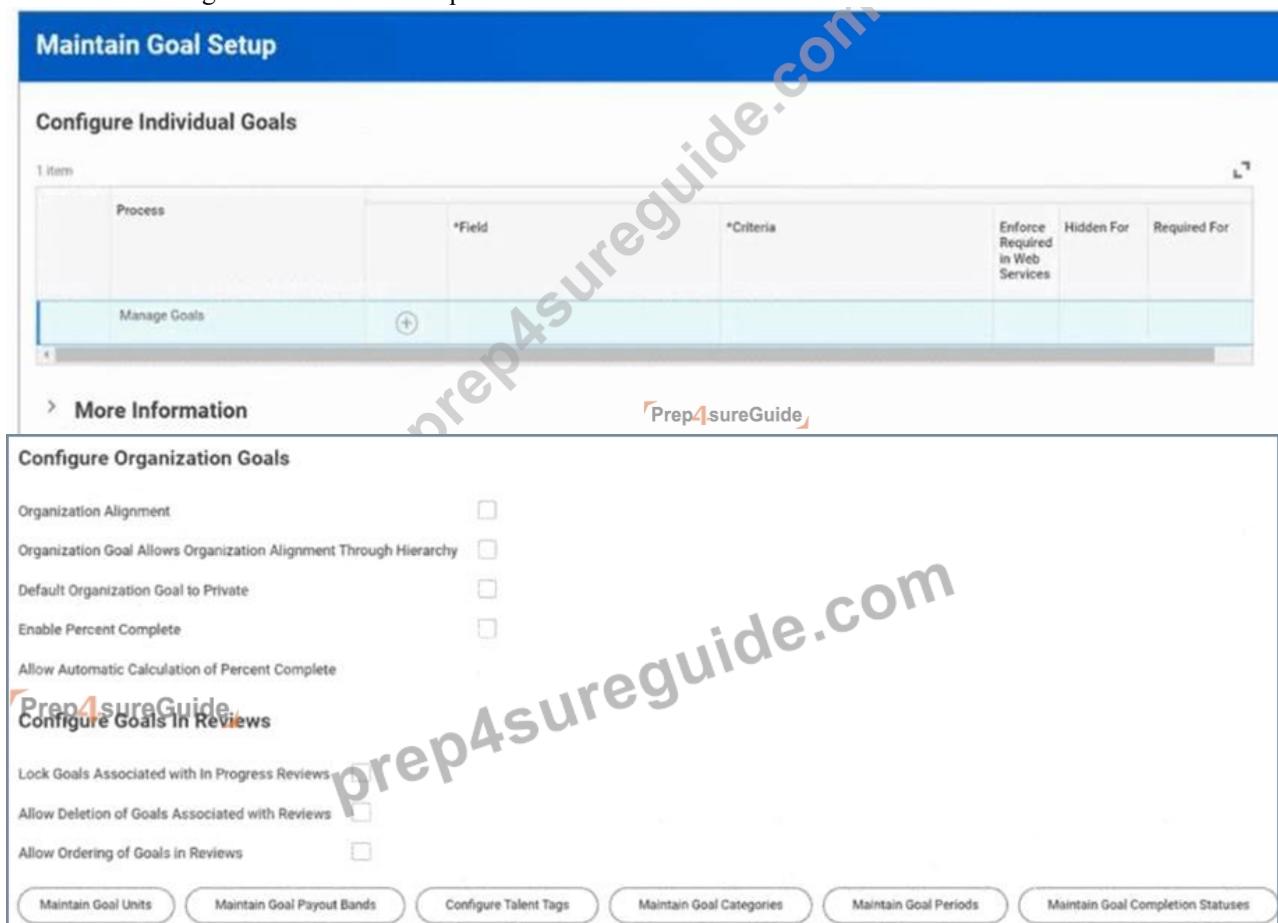References:
Workday Talent & Performance study material on feedback types.
Workday Pro Talent & Performance training notes: "Private feedback is restricted to the recipient alone; confidential feedback includes the manager, while public feedback is visible more broadly."

NEW QUESTION # 31
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.
The current five-year timeframe for organizational goals is ending and you want to create new organizational goals.
What task do you use to create the next five-year cycle?

- A. Maintain Goal Completion Statuses
- B. Maintain Goal Categories
- C. Maintain Goal Payout Bands
- D. Maintain Goal Periods

Answer: D

Explanation:
* Organizational goals are tied to goal periods, which define the timeframe (e.g., annual, multi-year, or in this case, a five-year cycle).
* When the current five-year period ends, you must create a new goal period in order to define the next cycle of organizational goals.
* The other tasks do not apply here:
* Maintain Goal Categories# defines groupings such as Innovation, Financial, Productivity, but does not manage timeframes.
* Maintain Goal Payout Bands# used for goal-linked compensation or incentive payouts.
* Maintain Goal Completion Statuses# manages status labels such as "Not Started, In Progress, Complete," not periods.
Therefore, to establish the next five-year organizational goal cycle, you use the Maintain Goal Periods task.
References:
Workday Talent & Performance configuration documentation:"Maintain Goal Periods allows organizations to define new cycles (e.g., annual or multi-year) for organizational and individual goals." Workday Pro Talent & Performance certification material:"Organizational goal cycles are created and managed via Maintain Goal Periods."

NEW QUESTION # 32
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 # 33
Which configuration is responsible for determining what actions employees and managers can take during a talent review?

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

Answer: B

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 an 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 # 34
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