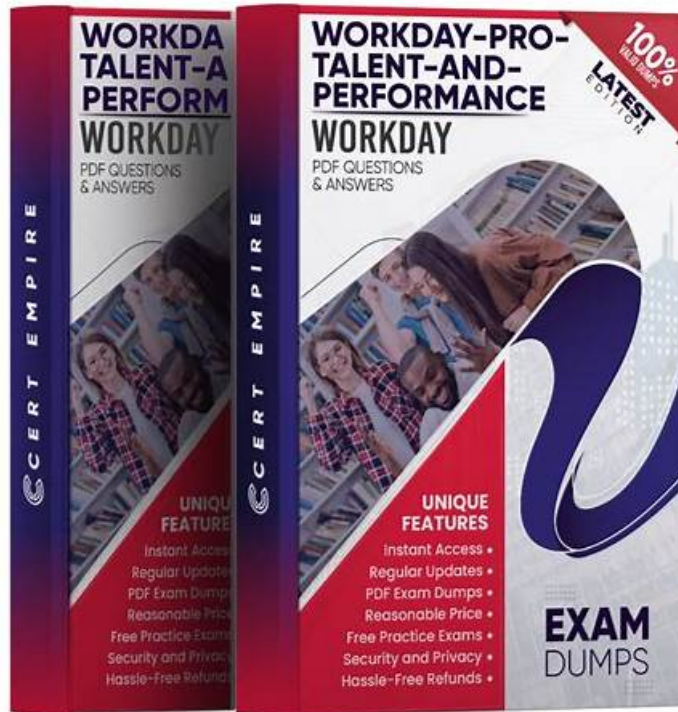


Original Workday-Pro-Talent-and-Performance Questions & Reliable Workday-Pro-Talent-and-Performance Dumps Free



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

Topic	Details
Topic 1	<ul style="list-style-type: none"> 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 2	<ul style="list-style-type: none"> 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 3	<ul style="list-style-type: none"> 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 4	<ul style="list-style-type: none"> • 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 5	<ul style="list-style-type: none"> • 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.

>> **Original Workday-Pro-Talent-and-Performance Questions** <<

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Workday Pro Talent and Performance Exam Sample Questions (Q40-Q45):

NEW QUESTION # 40

As an administrator, what is an attribute of feedback badges?

- A. You can allow recipients to decline badges.
- **B. You can make badges required when entering feedback.**
- C. You can delete badges at any time.
- D. You can create custom badges using Workday-delivered icons.

Answer: B

Explanation:

In Workday Talent & Performance, feedback badges are a visual and motivational way to recognize employees when providing feedback. Administrators configure the rules and usage of these badges.

Let's carefully review the options:

* A. You can delete badges at any time.

* Not correct.

* Once a badge is actively in use (already given to workers in feedback), it cannot simply be deleted, because that would break historical data. Instead, administrators can make badges inactive, but they remain in the system for reporting integrity.

* B. You can make badges required when entering feedback.

* Correct.

* Workday configuration allows admins to require that feedback entries include a badge. This ensures that every feedback submission carries a visual, standardized recognition element alongside the narrative text.

* This aligns with the study guide under Feedback and Recognition, which highlights that "badges may be configured as required fields for any feedback process."

* C. You can create custom badges using Workday-delivered icons.

* Not exactly.

* You can create custom badges, but you upload your own images/icons. Workday provides sample ones, but they aren't the only option. You are not restricted to Workday-delivered icons.

* D. You can allow recipients to decline badges.

* Incorrect.

* Employees cannot decline badges once they are attached to feedback. Feedback is submitted as part of the talent/performance process, and the badge is embedded.

Therefore, the unique administrator attribute here is the ability to make badges required when entering feedback.

#References

* Workday Pro Talent & Performance Guide- Feedback Badges configuration: "Administrators can make badge selection mandatory when submitting feedback, ensuring consistent recognition across the organization."

- * ERP Cloud Training (Talent & Performance Badges section): Confirms that badges can be required for feedback, cannot be declined by recipients, and must be inactivated (not deleted) when no longer in use.
- * Workday Community (Feedback and Recognition documentation): Custom badges can be created by uploading images, not restricted to Workday-delivered icons.

NEW QUESTION # 41

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. Both the Talent Review business process security policy and the Talent Review domain security policy
- B. The Launch Talent Reviews business process security policy
- C. Both the Launch Talent Reviews business process security policy and the Talent Review domain security policy
- D. The Talent Review 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 # 42

You want to configure your Performance Review business process so that other users can rate an employee's competencies.

Which subprocesses do you configure for this?

- A. Get Additional Manager Evaluation for Performance Review and Complete Additional Manager Evaluation for Performance Review
- B. Get Additional Reviewers for Performance Review and Complete Additional Manager Evaluation for Performance Review
- C. Get Additional Manager Evaluation for Performance Review and Complete Additional Evaluation for Performance Review
- D. Get Additional Reviewers for Performance Review and Complete Additional Evaluation for Performance Review

Answer: D

Explanation:

- * To allow other users (besides the direct manager) to rate competencies:
- * Use Get Additional Reviewers for Performance Review# allows nominating additional evaluators.

- * Then use Complete Additional Evaluation for Performance Review# routes the evaluation step to the selected additional reviewers.
- * Incorrect options mix up "Additional Manager" with "Additional Reviewer." Managers are a subset, but to include broader participants, the correct subprocesses are Reviewers + Evaluation.

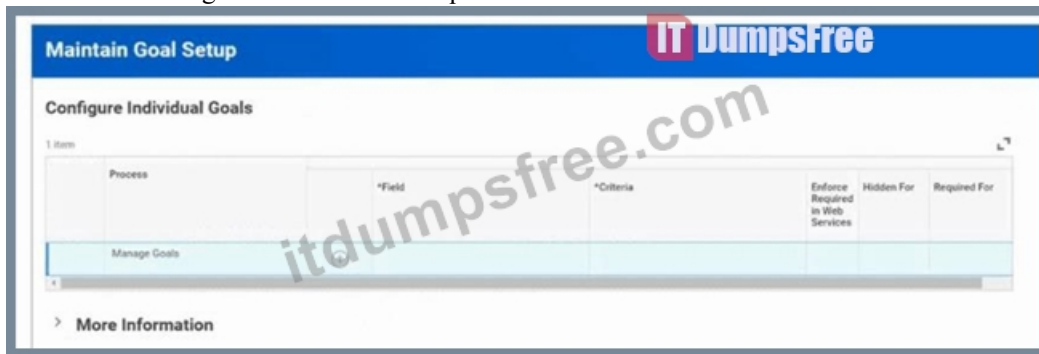
References:

Workday Performance Review BP design documentation.

Workday Pro Talent & Performance exam material."For additional reviewers (not limited to managers), configure Get Additional Reviewers + Complete Additional Evaluation subprocesses."

NEW QUESTION # 43

Refer to the following scenario to answer the question below.



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



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

Answer: B

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 Period 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 # 44

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

Answer: A

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 # 45

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