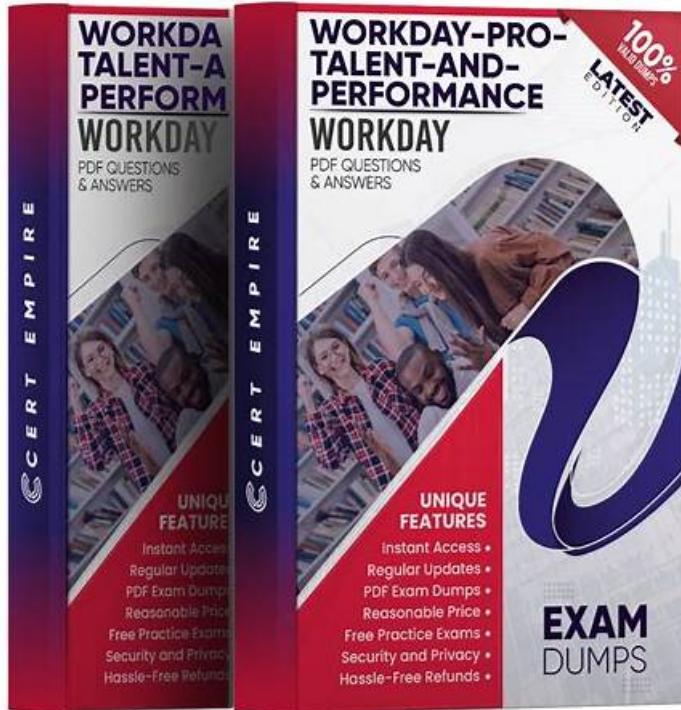


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Workday Workday-Pro-Talent-and-Performance Exam Syllabus Topics:

Topic	Details
Topic 1	<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.
Topic 2	<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 3	<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 4	<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 5	<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.

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Workday Pro Talent and Performance Exam Sample Questions (Q46-Q51):

NEW QUESTION # 46

Your performance review template has three sections, in addition to an Overall section. The template uses item averaging to calculate an overall rating.

Managers will enter ratings for multiple items in each of the first three sections.

What is the expected behavior when Workday calculates the overall rating?

- A. The calculation includes an equal weight to each item rated.**
- B. The calculation includes assigned weightings for each item
- C. The calculation includes assigned weightings for each item and each section.
- D. The calculation includes assigned weightings for each section.

Answer: A

Explanation:

- * When a performance review template uses Item Averaging:
- * Workday calculates the average rating across all rated items within the sections.
- * Each item carries equal weight, regardless of section or item weighting.
- * If weighting was required, you would instead use Weighted Average, which allows assigning weights to items and/or sections.
- * Therefore, item averaging = equal weight for each item

References:

Workday Performance Review configuration: Item Averaging vs. Weighted Averaging.

Workday Pro Talent & Performance exam guide: "Item averaging gives equal weight to all items across sections."

NEW QUESTION # 47

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. Review Rating
- C. Achievable Level
- D. Retention

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 # 48

What statement describes the Skills Cloud feature?

- A. Skills Cloud only accesses customer-tenanted skills.
- B. Skills Cloud prevents enterprises from adding their own skills.
- C. Skills Cloud requires an Innovation Services subscription.
- D. Skills Cloud is automatically available.

Answer: D

Explanation:

- * Workday Skills Cloud is a delivered feature included automatically with Workday tenants.
- * It uses machine learning to normalize skills across the system.
- * Incorrect options:
 - A. Only accesses customer-tenanted skills# false, it includes Workday's universal skills ontology.
 - B. Prevents enterprises from adding skills# false, enterprises can add custom skills.
 - C. Requires Innovation Services subscription# false, Skills Cloud is included automatically, not a paid add-on.

References:

Workday Skills Cloud overview: "Skills Cloud is automatically enabled and does not require additional licensing."

NEW QUESTION # 49

You are assigning competencies to objects in Workday.

When Workday defines the target proficiency level for a worker, what source takes precedence?

- A. Job Family
- B. Job Profile
- C. Management Level
- D. Position

Answer: D

Explanation:

- * Competencies can be assigned to multiple objects: job profiles, job families, positions, or management levels.
- * When determining a worker's target proficiency level, Position takes precedence over all other sources.
- * Order of precedence: Position > Job Profile > Job Family > Management Level.
- * This allows organizations to define competencies at higher levels (family, profile) but override them at the position level if necessary.

References:

Workday Talent & Performance competency framework documentation.

Workday Pro training guide: "Position overrides job profile, job family, and management level when determining a worker's target proficiency level."

NEW QUESTION # 50

A manager wants to cascade a goal to several workers.

What option is available in the Add Goal to Employees task?

- A. Job Family
- B. Job Profile
- C. Succession Pool
- D. **Organizations**

Answer: D

Explanation:

- * In the Add Goal to Employees task, managers can cascade or assign goals to groups of workers.
- * The available grouping option is by Organizations (e.g., supervisory organizations, cost centers, custom organizations).
- * Succession Pools, Job Profiles, and Job Families are not selection criteria in this task. Those are used in talent or competency management contexts but not in mass goal assignment.

References:

Workday Talent & Performance documentation, Goal Management section.

Workday Pro Talent & Performance training guide: "Add Goal to Employees allows assignment to selected workers or by organizations, not by succession pools, job profiles, or job families."

NEW QUESTION # 51

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