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People always feel fear of the unknown thing and cannot handle themselves with a sudden change. However, our Workday-Pro-Talent-and-Performance exam questions can stand by your side. And we are determined to devote ourselves to serving you with the superior Workday-Pro-Talent-and-Performance Study Materials in this career. Here are some features of our Workday-Pro-Talent-and-Performance learning guide in our free demos which you can free download, you can understand in detail and make a choice.

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

Topic	Details

Topic 1	<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 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"> • 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 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"> • 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.

Workday Pro Talent and Performance Exam Sample Questions (Q22-Q27):

NEW QUESTION # 22

What task do you configure to use suggested skills?

- A. Edit Tenant Setup - HCM
- B. Edit Tenant Setup - System
- C. Configure Optional Fields
- **D. Maintain Skills and Experience Setup**

Answer: D

Explanation:

- * Suggested skills functionality is enabled and configured using the Maintain Skills and Experience Setup task.
- * This controls whether Workday will suggest skills to workers based on their profiles and activity.
- * Incorrect options:
- * Edit Tenant Setup - System and Edit Tenant Setup - HCM# global settings, not skill suggestions.
- * Configure Optional Fields# defines visibility of fields but not skill suggestion functionality.

References:

Workday Talent & Performance documentation: "Suggested skills are configured in Maintain Skills and Experience Setup." Pro Talent certification material confirms this task.

NEW QUESTION # 23

You want each talent partner to create their own talent pools and be able to manually add or remove pool members. If they choose to create a pool that is not shared with others, what type of talent pool will they create?

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

Answer: C

Explanation:

- * Static Talent Pools allow manual addition and removal of members.
- * Private means the pool is only visible to the creator and not shared with others.
- * Therefore, a Private Static Talent Pool lets talent partners create their own pools, manage membership manually, and keep them unshared.
- * Incorrect options:
 - * Dynamic Pools# membership is controlled by saved searches, not manual additions.
 - * Restricted Pools# visibility is limited to certain groups but still shared, not completely private.

References:

Workday Talent Pools configuration guide.

Pro certification training: "Private Static Pools allow personal management of membership without sharing."

NEW QUESTION # 24

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. Load Relevant Goals**
- B. Allow User to Add Existing Goals Manually
- C. Items Rated
- D. Show Additional Rating to Employee

Answer: A

Explanation:

* To automatically include goals that workers set before the review began, enable Load Relevant Goals on 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 # 25

You want to define level-based behavioral indicators for proficiency ratings on a competency.

What criteria can you use?

- A. Talent Pool
- **B. Job Profile**
- C. Supervisory Organization
- D. Management Level

Answer: B

Explanation:

* Behavioral indicators can be tied to proficiency rating levels on a competency to describe expected behaviors at each level.

* These indicators are assigned by Job Profile.

* Other options (Supervisory Organization, Management Level, Talent Pool) are not used to define behavioral indicators.

* Linking by Job Profile allows organizations to customize behaviors expected for different roles.

References:

Workday Talent & Performance competency management documentation.

Workday Pro Talent & Performance training material: "Behavioral indicators are assigned at the job profile level to define expected behaviors for each proficiency rating."

NEW QUESTION # 26

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

- A. You can delete badges at any time.
- **B. You can make badges required when entering feedback.**
- C. You can allow recipients to decline badges.
- 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 # 27

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