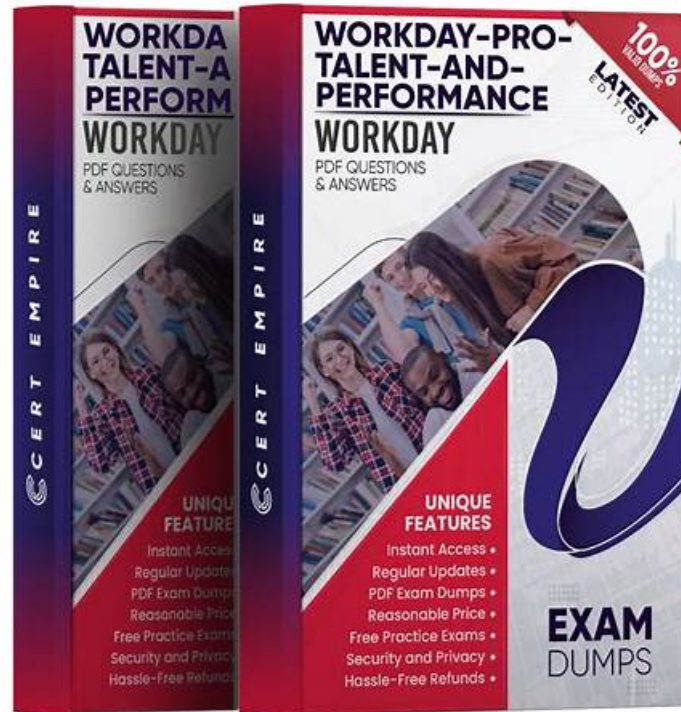


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## Workday Pro Talent and Performance Exam Sample Questions (Q28-Q33):

### NEW QUESTION # 28

An organization wants to assign the same employee on two succession plans. What task should they use to complete this?

- A. Create Succession Pool
- B. Move Succession Plan
- **C. Manage Succession Plan**
- D. Copy Succession Plan Candidates

**Answer: C**

Explanation:

\* The Manage Succession Plan task allows administrators or managers to assign employees to one or more succession plans, including assigning the same employee to multiple plans.

\* Incorrect options:

\* A. Create Succession Pool # creates a new pool, unrelated to assigning to multiple plans.

\* B. Move Succession Plan # used for plan reorganization, not assigning individuals.

\* C. Copy Succession Plan Candidates # duplicates candidate lists from one plan to another, but is not the standard method for assignment.

References:

Workday Succession Planning configuration documentation.

Workday Pro Talent & Performance study guide: "Use Manage Succession Plan to add workers to one or multiple plans."

### NEW QUESTION # 29

You want to ensure consistency when reporting responses on specific feedback templates. What functionality prevents workers from changing questions on a feedback template?

- A. Question Tags
- **B. Lock Template**
- C. Template Type
- D. Condition Rules

**Answer: B**

Explanation:

\* To ensure consistent reporting, feedback templates can be set as Locked.

\* A Locked Feedback Template prevents managers or workers from modifying the questions—no additions, edits, or deletions are allowed.

\* Other options are not correct:

\* Condition Rules # used for dynamic behavior and field visibility, not for locking questions.

\* Template Type # defines type (e.g., Feedback vs. Review), not question editability.

\* Question Tags # used for categorization and reporting but do not prevent changes.

References:

Workday Talent & Performance configuration material: "Lock Template prevents edits to template questions." Workday Pro certification study content on feedback management.

### NEW QUESTION # 30

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

**Answer: A**

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 # 31

You want to launch performance reviews with calibration. However, during calibration you do not want managers to receive performance review-related Inbox tasks.

What step should you add to the configuration to allow this?

- A. A To Do step in the Launch Calibration business process
- B. The Shared Participation step in the Launch Calibration business process
- C. The Update Performance Review Ratings for Manager Evaluation step in the Complete Manager Evaluation business process
- **D. The Await Calibration Completion service step in the Complete Manager Evaluation business process**

**Answer: D**

Explanation:

- \* To prevent managers from receiving Inbox tasks during calibration, you configure the Await Calibration Completion service step in the Complete Manager Evaluation BP.
- \* This holds manager evaluation tasks until calibration is finalized.
- \* Incorrect options:
- \* To Do step in Launch Calibration# only provides reminders, does not prevent tasks.
- \* Update Performance Review Ratings step# allows updates after calibration but doesn't prevent tasks.
- \* Shared Participation step# controls collaboration in calibration, not blocking Inbox tasks.

References:

Workday calibration process documentation.

Workday Pro certification: "Use Await Calibration Completion to pause manager evaluations until calibration ends."

### NEW QUESTION # 32

How do dynamic talent pools determine pool membership?

- **A. Based on the results of a saved search**
- B. Based on the Compare Workers report
- C. Based on manual selection
- D. Based on a custom report you define

**Answer: A**

Explanation:

- \* Dynamic Talent Pools automatically determine membership by using the results of a saved search.
- \* This allows pool membership to update as workers meet or no longer meet the search criteria.
- \* Incorrect options:
- \* Compare Workers report# used for side-by-side comparison, not pool membership.
- \* Manual selection# applies to static pools, not dynamic.
- \* Custom report# not the driver; Workday specifically requires saved searches for dynamic pools.

References:

Workday Talent Pools configuration guide.

Workday Pro exam material: "Dynamic pools are maintained by saved search results."

## NEW QUESTION # 33

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