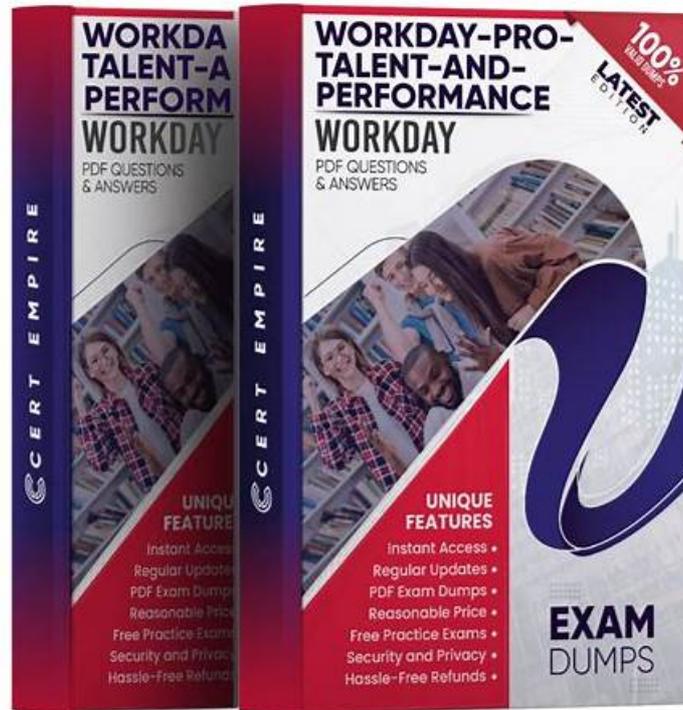


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Workday Pro Talent and Performance Exam Sample Questions (Q46-Q51):

NEW QUESTION # 46

You want to launch a performance review with calibration. The Talent Administrator would like to verify that all performance reviews are complete before calibration launches.

How do you configure the business process to meet this requirement?

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

Answer: C

Explanation:

- * When using calibration with performance reviews, Workday requires reviews to be completed first before calibration begins.
- * The correct configuration is to insert the "Await Calibration Completion" service step into the Complete Manager Evaluation for Performance Review business process.
- * This ensures that calibration will not launch until all manager evaluations are complete.
- * Other options:
 - * To Do step# only generates a reminder, not an enforced process dependency.
 - * Shared Participation step on Launch Calibration# configures collaboration for calibration itself, not sequencing.
 - * Update Performance Review Rating step# controls how ratings are updated, not workflow dependencies.

References:

Workday Talent & Performance BP configuration documentation.

Workday Pro study materials: "Use Await Calibration Completion step in Complete Manager Evaluation BP to enforce review completion before calibration."

NEW QUESTION # 47

You want to create an organization goal for the workers in a supervisory organization.

When creating the organization goal, what most recent period defaults into the Goal Period field?

- A. The goal period assigned to its immediate superior supervisory organization.
- B. The first goal period created in the tenant.
- C. The most recent goal period assigned to a goal in the specific supervisory organization.
- D. The goal period on any worker record in the supervisory organization.

Answer: C

Explanation:

Comprehensive Detailed Explanation

- * When creating an organization goal, Workday defaults the Goal Period field to the most recent goal period used in the specific supervisory organization.
- * It does not inherit from superior organizations, worker records, or the first goal period created in the tenant.
- * This ensures consistency within the supervisory organization's existing goal cycles.

References:

Workday documentation on Goal Period defaulting behavior.

Workday Pro Talent & Performance guide: "For new organizational goals, the Goal Period defaults to the most recent goal period assigned within that supervisory organization."

NEW QUESTION # 48

An organization has recently started the talent review process. A manager wants to take action on assigned tasks, while also viewing the team's current performance ratings and potential assessments.

What report would allow the manager to do so?

- A. Talent Snapshot report
- B. Talent Review Status Summary report

- C. Employee Review Status Summary report
- D. My Team's Performance Reviews report

Answer: B

Explanation:

* The Talent Review Status Summary report provides managers with visibility into their team's current performance ratings, potential assessments, and status within the talent review cycle.

* It also allows them to take action on assigned tasks during the process.

* Incorrect options:

* A. Employee Review Status Summary # shows progress of performance reviews, not talent reviews.

* C. My Team's Performance Reviews # focused only on performance review tasks.

* D. Talent Snapshot # shows detailed worker profiles, not task/action tracking in talent reviews.

References:

Workday delivered reporting catalog.

Workday Pro Talent Review training content.

NEW QUESTION # 49

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 assigned weightings for each section.
- 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 an equal weight to each item rated.**

Answer: D

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 # 50

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. Load Relevant Goals**
- C. Show Additional Rating to Employee
- D. Items Rated

Answer: B

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 # 51

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