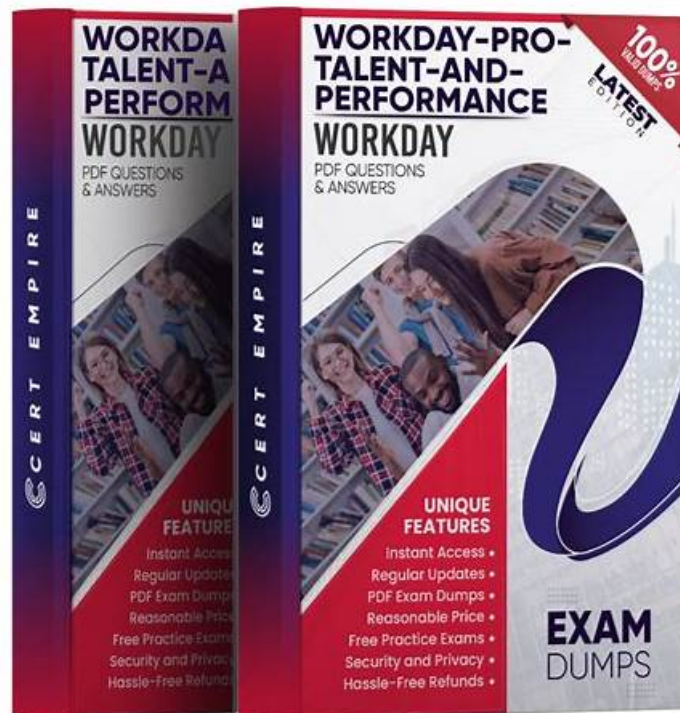


# Workday-Pro-Talent-and-Performance New Questions, Workday-Pro-Talent-and-Performance Top Dumps



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

Topic	Details
Topic 1	<ul style="list-style-type: none"> <li><b>Talent Management (TM):</b> 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.</li> </ul>
Topic 2	<ul style="list-style-type: none"> <li><b>Performance Enablement:</b> 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.</li> </ul>
Topic 3	<ul style="list-style-type: none"> <li><b>Operational Reporting:</b> 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.</li> </ul>

Topic 4	<ul style="list-style-type: none"> <li>• <b>Configurable Security:</b> 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.</li> </ul>
Topic 5	<ul style="list-style-type: none"> <li>• <b>Business Process Management (BPM):</b> 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.</li> </ul>

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

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### Workday Pro Talent and Performance Exam Sample Questions (Q20-Q25):

#### NEW QUESTION # 20

Which configuration is responsible for determining what actions employees and managers can take during a talent review?

- **A. Talent review template rule**
- B. Domain security
- C. Employee potential
- D. Organization membership

**Answer: A**

Explanation:

This question is about Talent Reviews in Workday and what drives the permissions or actions that employees and managers can take during the review process.

Let's analyze the choices:

- \* A. Organization membership
- \* Incorrect.
- \* Organization membership (e.g., supervisory org, talent pool) determines which workers are included in the review.
- \* It does not determine what actions managers or employees can take.
- \* B. Employee potential
- \* Incorrect.
- \* Employee potential is an attribute (like performance, loss impact, retention risk) used for evaluation in the talent review grid.
- \* It informs the content of the review, not the actions available to participants.
- \* C. Domain security
- \* Partially correct but not the best answer.
- \* Domain security determines who has access to initiate or view Talent Reviews, but it does not drive process actions inside the review (such as rating, adding notes, or calibrating).
- \* D. Talent review template rule
- \* Correct.
- \* The Talent Review Template Rule defines the configuration of the talent review process, including:
  - \* Which sections appear (e.g., 9-box grid, attributes, notes).
  - \* Which actions participants (employees, managers, HR partners) can perform.
  - \* Whether calibration is enabled, whether participants can move employees between grid boxes, and other interactive review behaviors.

\* This is the configuration responsible for controlling what employees and managers can do during a talent review event. Therefore, the correct answer is Talent review template rule.

#References

\* Workday Pro Talent & Performance Certification Guide - Talent Reviews: "The talent review template rule determines the structure of the review and what actions participants may take during the review."

\* ERP Cloud Training - Workday Talent Reviews: "Template rules control functionality such as allowing participants to update potential ratings, add notes, or move workers in the grid. Security domains only manage access."

\* Workday Community Documentation - Talent Review Configuration: Confirms that template rules define the actions and behaviors within a talent review session.

### NEW QUESTION # 21

When a position has a succession plan, what talent attribute identifies the timeframe that you expect a specific worker to move into that position?

- A. Readiness
- B. Achievable Level
- C. Potential
- D. Retention

**Answer: A**

Explanation:

\* In succession planning, the Readiness talent attribute represents the timeframe in which a worker is expected to be ready to move into a position (e.g., "Ready Now," "1-2 Years," "3-5 Years").

\* Incorrect options:

\* A. Achievable Level # indicates the highest role/level a worker may reach, not timeframe.

\* B. Retention # risk of employee leaving, not succession readiness.

\* D. Potential # overall growth capacity, not time-based readiness.

References:

Workday Succession Planning documentation: "Readiness specifies the timeframe for potential successors."

### NEW QUESTION # 22

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

**Answer: D**

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 # 23

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

**Answer: B**

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 # 24

You want to create a performance review template with only an Overall section where the manager has to choose a rating.

What configuration option accomplishes this?

- **A. Prompt for Overall Rating**
- B. Manual Entry
- C. Calculated Ratings with Overrides
- D. Calculated Ratings with No Overrides

**Answer: A**

Explanation:

\* When you want a performance review template with only an Overall section, the correct configuration is Prompt for Overall Rating.

\* This option requires the manager to provide a single overall rating without averaging or weighting items.

\* Other options:

\* Manual Entry# applies to ratings on items, not a single overall section.

\* Calculated Ratings with No Overrides# automatically calculates from section ratings (not desired here).

\* Calculated Ratings with Overrides# allows calculation plus manual override, but still requires sections/items.

References:

Workday review template setup documentation.

Pro exam study notes:"Use Prompt for Overall Rating when only an overall section rating is required."

## NEW QUESTION # 25

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