

Workday-Pro-Talent-and-Performance Vce Torrent | Latest Workday-Pro-Talent-and-Performance Practice Questions



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

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

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

NEW QUESTION # 22

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. Calculated Ratings with No Overrides
- C. Calculated Ratings with Overrides
- D. Manual Entry

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 # 23

An enterprise uses only the job management staffing model. What option groups workers for succession purposes?

- A. Development Plan
- B. Succession Plans
- C. Succession Pools
- D. Candidate Pools

Answer: C

Explanation:

- * Even when using a job management staffing model, organizations use Succession Pools to group workers for succession planning.
- * Pools identify workers with potential to step into key roles in the future.
- * Incorrect options:
- * A. Development Plan # defines individual growth steps, not succession grouping.
- * B. Candidate Pools # used in recruiting, not succession.
- * C. Succession Plans # tied to specific positions or job profiles, not used for general grouping in job management models.

References:

Workday Succession Planning guide:"Succession Pools are used to group workers in job management staffing models."

NEW QUESTION # 24

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. The Shared Participation step in the Launch Calibration business process
- B. A To Do 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 # 25

Refer to the following scenario to answer the question below.

Your organization is initiating employee reviews. There are several objectives for these reviews, including:

* Setting goals and reviewing them quarterly.

* Checking in with the new hire at 90 days.

* Annually reviewing performance.

* Performing multi-rater reviews.

For the annual review, you need a new review template. This template must contain sections for both professional and personal goals.

What task do you need to configure before you can create the new template?

- A. Maintain Employee Review Setup
- B. Maintain Goal Periods
- **C. Maintain Employee Review Section Types**
- D. Maintain Goal Setup

Answer: C

Explanation:

* Before creating a review template, you must define the section types available in reviews.

* Since the template requires two different goal sections (professional and personal), you must configure them as Employee Review Section Types.

* Incorrect options:

* A. Maintain Goal Periods # defines timeframes, not template sections.

* C. Maintain Goal Setup # configures goal rules, not review template sections.

* D. Maintain Employee Review Setup # overall setup but does not define section types.

References:

Workday Employee Review Template admin documentation.

Workday Pro exam study guide: "Use Maintain Employee Review Section Types to enable multiple goal sections in review templates."

NEW QUESTION # 26

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

Answer: D

Explanation:

* In succession planning, the Readiness 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 # 27

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