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Workday Pro Talent and Performance Exam Sample Questions (Q47-Q52):

NEW QUESTION # 47

An enterprise wants to create their own list of skills and use them as search facets in reports. What type of skills can they create to accomplish this?

- A. Crowdsourced skills

- B. Skills Cloud skills
- C. Synonymous skills
- **D. Maintained skills**

Answer: D

Explanation:

Comprehensive Detailed Explanation

- * Enterprises can create Maintained Skills-custom-defined skills that are stored and searchable in their tenant.
- * These can also be configured as search facets in reports, supporting custom analysis.
- * Incorrect options:
- * Skills Cloud skills# Workday-delivered universal ontology, not customer-specific.
- * Crowdsourced skills# skills suggested by workers, not controlled enterprise lists.
- * Synonymous skills# system-recognized synonyms, not customer-defined lists.

References:

Workday Skills Configuration documentation: Maintained skills can be created for tenant-level use in searches and reports.

NEW QUESTION # 48

A worker is providing feedback and they only want it to be visible to the feedback recipient.
What kind of feedback allows for this?

- A. Confidential
- B. Public
- **C. Private**
- D. Anonymous

Answer: C

Explanation:

- * In Workday, Private Feedback is visible only to the feedback recipient.
- * Confidential Feedback is visible to both the recipient and their manager.
- * Anonymous Feedback hides the identity of the feedback giver but may still be visible to managers or admins depending on configuration.
- * Public Feedback is broadly visible across the organization or workgroup.

Therefore, the only feedback type that ensures visibility only to the recipient is Private Feedback.

References:

Workday Talent & Performance study material on feedback types.

Workday Pro Talent & Performance training notes: "Private feedback is restricted to the recipient alone; confidential feedback includes the manager, while public feedback is visible more broadly."

NEW QUESTION # 49

A manager wants to request feedback about a worker.
They select a locked feedback template to initially populate questions. What can the manager do?

- A. The manager may edit the defaulted questions to better meet their requirements.
- B. The manager may add a question from a bank of previously written questions.
- **C. The manager may only use the default questions.**
- D. The manager may add additional new questions.

Answer: C

Explanation:

- * Feedback templates in Workday can be delivered as locked or editable.
- * A locked feedback template ensures consistency across the organization, meaning the manager cannot add, edit, or delete questions.
- * Only the default questions included in the template may be used.
- * Options A, C, and D would apply if the template were editable, but they are not possible in a locked template.

References:

Workday Feedback configuration documentation.

Workday Pro Talent & Performance certification study material: "Locked templates prevent managers from adding or editing questions. Only the delivered questions are used."

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

Answer: D

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

What option is available for managing your succession plans?

- A. Add job profiles to succession plans via the Find Workers report.
- **B. Add employees to succession plan via the Find Workers report.**
- C. Add employees to the succession plan from a talent pool.
- D. Allow external candidates and employees to be assigned on succession plans based on related skills.

Answer: B

Explanation:

* In Workday, when managing Succession Plans, you can directly add employees by searching for them in the Find Workers report.

* Incorrect options:

* A. Adding employees from a talent pool is possible for development, but not a delivered method for populating succession plans.

* B. External candidates cannot be directly assigned to succession plans; succession focuses on internal talent.

* C. Job profiles are the object succession plans are created for, not what you add via Find Workers.

References:

Workday Succession Planning Guide: "Use the Find Workers report to identify and add employees to succession plans." Pro Talent & Performance exam materials confirm this process.

NEW QUESTION # 52

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