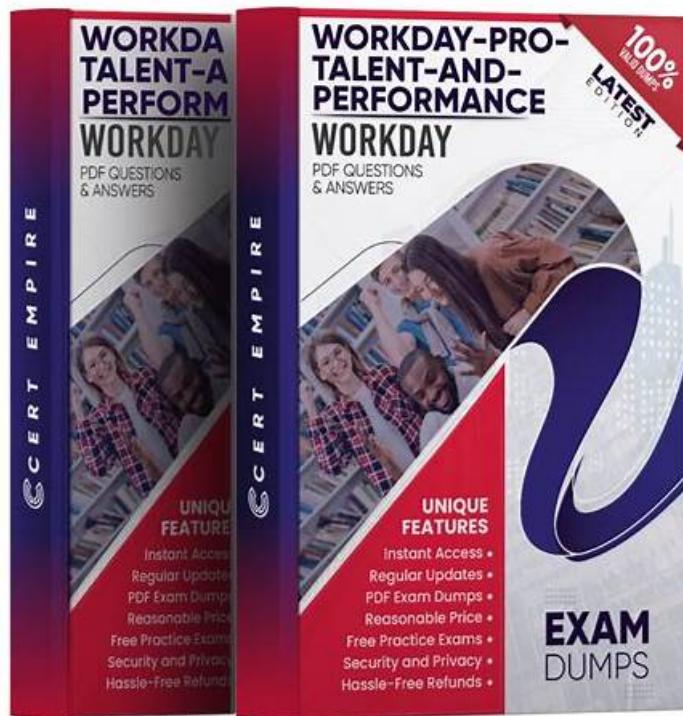


Newest Workday Pro Talent and Performance Exam Valid Questions - Workday-Pro-Talent-and-Performance Updated Torrent & Workday-Pro-Talent-and-Performance Reliable Training



Many ambitious IT professionals want to make further improvements in the IT industry and be closer from the IT peak. They would choose this difficult Workday certification Workday-Pro-Talent-and-Performance exam to get certification and gain recognition in IT area. Workday Workday-Pro-Talent-and-Performance is very difficult and passing rate is relatively low. But enrolling in the Workday Certification Workday-Pro-Talent-and-Performance Exam is a wise choice, because in today's competitive IT industry, we should constantly upgrade ourselves. However, you can choose many ways to help you pass the exam.

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">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.
Topic 3	<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 4	<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 5	<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.

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Workday Pro Talent and Performance Exam Sample Questions (Q23-Q28):

NEW QUESTION # 23

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

Answer: B

Explanation:

- * To allow other users (besides the direct manager) to rate competencies:
- * UseGet Additional Reviewers for Performance Review# allows nominating additional evaluators.
- * Then useComplete 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 areReviewers + 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 # 24

A manager starts the Assess My Team's Potential task.

What option allows them to suggest workers for a job profile and if enabled tracking potential successors for a succession plan?

- A. Review Rating
- B. Retention
- C. Nominations**
- D. Achievable Level

Answer: C

Explanation:

- * In the Assess My Team's Potential task, managers can make Nominations:
- * Suggest workers for specific job profiles.
- * Track potential successors for succession plans (if enabled).
- * Incorrect options:
 - A. Achievable Level # indicates ceiling level, not succession tracking.
 - B. Retention # measures likelihood of leaving, unrelated to succession nominations.
 - C. Review Rating # performance measure, not tied to suggesting successors.

References:

Workday Talent & Succession Guide: "Nominations in Assess My Team's Potential allow managers to suggest successors and link to succession plans."

NEW QUESTION # 25

You are assigning competencies to objects in Workday.

When Workday defines the target proficiency level for a worker, what source takes precedence?

- A. Management Level
- **B. Position**
- C. Job Family
- D. Job Profile

Answer: B

Explanation:

- * Competencies can be assigned to multiple objects: job profiles, job families, positions, or management levels.
- * When determining a worker's target proficiency level, Position takes precedence over all other sources.
- * Order of precedence: Position > Job Profile > Job Family > Management Level.
- * This allows organizations to define competencies at higher levels (family, profile) but override them at the position level if necessary.

References:

Workday Talent & Performance competency framework documentation.

Workday Pro training guide: "Position overrides job profile, job family, and management level when determining a worker's target proficiency level."

NEW QUESTION # 26

What statement describes the Skills Cloud feature?

- A. Skills Cloud requires an Innovation Services subscription.
- B. Skills Cloud prevents enterprises from adding their own skills.
- **C. Skills Cloud is automatically available.**
- D. Skills Cloud only accesses customer-tenanted skills.

Answer: C

Explanation:

- * Workday Skills Cloud is a delivered feature included automatically with Workday tenants.
- * It uses machine learning to normalize skills across the system.
- * Incorrect options:
 - A. Only accesses customer-tenanted skills# false, it includes Workday's universal skills ontology.
 - B. Prevents enterprises from adding skills# false, enterprises can add custom skills.
 - C. Requires Innovation Services subscription# false, Skills Cloud is included automatically, not a paid add-on.

References:

Workday Skills Cloud overview: "Skills Cloud is automatically enabled and does not require additional licensing."

NEW QUESTION # 27

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. Update Performance Review Rating for Manager Evaluation step on the Complete Manager Evaluation for Performance Review business process
- D. Shared Participation step on the Launch Calibration 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 # 28

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