

Workday Workday-Pro-Talent-and-Performance Exam Dumps - Smart Way To Pass Exam



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

Topic	Details
Topic 1	<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 2	<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 3	<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 4	<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 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 (Q46-Q51):

NEW QUESTION # 46

An organization wants to assign the same employee on two succession plans.
What task should they use to complete this?

- A. Copy Succession Plan Candidates
- B. Move Succession Plan
- C. Create Succession Pool
- **D. Manage Succession Plan**

Answer: D

Explanation:

* The Manage Succession Plan task allows administrators or managers to assign employees to one or more succession plans, including assigning the same employee to multiple plans.

* Incorrect options:

* A. Create Succession Pool # creates a new pool, unrelated to assigning to multiple plans.

* B. Move Succession Plan # used for plan reorganization, not assigning individuals.

* C. Copy Succession Plan Candidates # duplicates candidate lists from one plan to another, but is not the standard method for assignment.

References:

Workday Succession Planning configuration documentation.

Workday Pro Talent & Performance study guide: "Use Manage Succession Plan to add workers to one or multiple plans."

NEW QUESTION # 47

What functionality prevents managers from having visibility to peer-to-peer feedback?

- A. Anonymity
- **B. Private Feedback**
- C. Feedback Badges
- D. Confidential Feedback

Answer: B

Explanation:

* Private Feedback ensures that only the feedback recipient can see the comments.

* This means managers have no visibility to peer-to-peer private feedback.

* Other options:

* Confidential Feedback # visible to both the worker and their manager.

* Feedback Badges # recognition icons, not a visibility control.

* Anonymity # hides the feedback giver's name but does not control manager visibility.

References:

Workday Talent & Performance documentation: Private vs. Confidential feedback visibility.

NEW QUESTION # 48

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

Answer: C

Explanation:

- * To allow other users (besides the direct manager) to rate competencies:
- * Use Get Additional Reviewers for Performance Review# allows nominating additional evaluators.
- * Then use Complete 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 are Reviewers + 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 # 49

Refer to the following scenario to answer the question below.

The screenshot shows the 'Maintain Goal Setup' page. Under the 'Configure Individual Goals' section, there is a table with the following columns: Process, Field, Criteria, Enforce Required in Web Services, Hidden For, and Required For. A single row is visible with the value 'Manage Goals' in the Process column. Below the table is a 'More Information' link.

Configure Organization Goals

- Organization Alignment
- Organization Goal Allows Organization Alignment Through Hierarchy
- Default Organization Goal to Private
- Enable Percent Complete
- Allow Automatic Calculation of Percent Complete

Configure Goals In Reviews

- Lock Goals Associated with In Progress Reviews
- Allow Deletion of Goals Associated with Reviews
- Allow Ordering of Goals in Reviews

- Maintain Goal Units
- Maintain Goal Payout Bands
- Configure Talent Tags
- Maintain Goal Categories
- Maintain Goal Periods
- Maintain Goal Completion Statuses

An enterprise creates organizational goals that include the following criteria:

- * The organizational goals span five years.
 - * Workers can align their individual goals with the organizational goals.
 - * Workers must provide a description for each individual goal.
 - * Each individual goal must fall within one of three groupings.
- When workers create their goals, they need to include a goal description. Where do you make the goal description a required field?

- A. Maintain Goal Categories task
- B. Configure Individual Goals section
- C. Configure Organization Goals section
- D. Maintain Goal Units task

Answer: B

Explanation:

* To make specific goal fields mandatory (such as requiring a goal description), you must configure this in the Configure Individual Goals section of the Maintain Goal Setup task.

* In this section, administrators define which fields are:

* Required (must be completed by the worker),

* Optional, or

* Hidden (not shown to users).

* The Maintain Goal Categories task only sets up categories such as Innovation, Financial, Productivity.

* The Maintain Goal Units task configures measurement units (e.g., percentages, dollars).

* The Configure Organization Goals section governs how enterprise-level organizational goals behave, but does not control whether an individual field like "Description" is required.

Therefore, to enforce that workers must always provide a goal description, you configure this requirement in the Configure Individual Goals section.

References:

Workday Talent & Performance Admin Guide: "Configure Individual Goals section allows fields such as description, due date, and measurement to be marked as required or optional." Workday Pro Talent & Performance study material confirms: "Goal description requirements are set in Configure Individual Goals, not in organization goal setup or categories."

NEW QUESTION # 50

You want to launch a talent review for a group of workers who do not belong to the same organization.

What option allows for this?

- A. Job Family
- **B. Talent Pool**
- C. Custom Organization
- D. Supervisory Organization

Answer: B

Explanation:

* To launch a Talent Review for a group of workers who do not share the same supervisory organization, you can use a Talent Pool.

* Talent pools allow grouping across organizations, job families, or geographies.

* Incorrect options:

* Job Family# groups roles, not flexible enough for reviews across diverse workers.

* Supervisory Organization# too restrictive; only covers workers within that org.

* Custom Organization# useful for grouping but not directly designed for Talent Review events.

References:

Workday Talent Review configuration: Talent Pools as input populations.

Workday Pro Talent & Performance prep: "Use Talent Pools when reviewing cross-org worker groups."

NEW QUESTION # 51

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