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Workday Pro Talent and Performance Exam Sample Questions (Q30-Q35):

NEW QUESTION # 30
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. Update Performance Review Rating for Manager Evaluation step on the Complete Manager Evaluation for Performance Review business process
- C. The Await Calibration Completion service step in the Complete Manager Evaluation for Performance Review business process
- D. Shared Participation step on the Launch Calibration business process

Answer: C

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 # 31
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. Readiness
- C. Retention
- D. Achievable Level

Answer: B

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 # 32

Your annual performance review includes goals, feedback, and responsibilities. Your business process includes these steps:
* Set Review Content
* Get Additional Reviewers
* Assess Potential
* Complete Manager Evaluation
What step will the workflow not use?

- A. Complete Manager Evaluation
- B. Set Review Content
- C. Get Additional Reviewers
- D. Assess Potential

Answer: D

Explanation:
* In Workday'sannual performance review process, typical default steps are:
* Set Review Content# defines template contents (goals, feedback, responsibilities).
* Get Additional Reviewers# allows adding reviewers.
* Complete Manager Evaluation# manager provides evaluation.
* Assess Potentialisnot part of the performance review process; it belongs toTalent Review / Succession Planning processes.
* Therefore, the workflow will not useAssess Potentialin a performance review.
References:
Workday Performance Review vs. Talent Review process distinction in Pro materials.
Workday configuration: "Assess Potential" is a Talent module step, not part of standard performance review flows.

NEW QUESTION # 33

You recently created a talent pool to help develop potential new managers. You added ten managers to the pool. Now you want to assign two self-development goals to each member of the talent pool.
What task allows you to assign those two goals to all members in one event?

- A. Manage Organization Goals
- B. Maintain Goals Setup
- C. Create Goal for Worker
- D. Add Goal To Employees

Answer: D

Explanation:
In Workday Talent & Performance, when you want to assign goals to a group of employees (such as everyone in a talent pool), you must use the"Add Goal To Employees"task.
Here's why:
* Create Goal for Worker
* This task is specific toone workerat a time. It would not allow you to mass-assign goals to multiple workers.
* Suitable when you want to add a goal for an individual employee.
* Manage Organization Goals
* Used to defineorganization-wide goals(e.g., company objectives).
* These can be cascaded, but they are not tied to an action that assigns two goals directly to all members of a talent pool.
* Maintain Goals Setup
* This is forconfiguring goal settings(e.g., categories, weights, behaviors) at the tenant level.
* It doesn't execute the action of assigning goals to workers.
* Add Goal To Employees
* Specifically designed formass goal assignment.
* You can select multiple employees (for example, all 10 members of your talent pool) and assign the same goals in a single event.
* This is the only option that fulfills the requirement of assigningtwo self-development goals to all membersin one step.

#References
* Talent & Performance Study Guide topics:
* Goal Management: Covers the difference between worker-specific vs. mass goal actions.
* Talent Pools: Workday documentation explains that pools are often used for succession planning and development, and "Add Goal to Employees" is the correct bulk action for assigning development activities.
* External Training Reference: ERP Cloud Training notes that"The Add Goal To Employees task allows administrators to assign multiple goals across groups such as talent pools or organizations, enabling faster alignment with development plans."#web source on Talent & Performance training#
* Workday Pro Talent & Performance Flashcards: Confirm that the correct way to mass assign goals is viaAdd Goal To Employeestask, not Manage Organization Goals (which is only for defining org-level goals).

NEW QUESTION # 34
A manager wants to cascade a goal to several workers.
What option is available in the Add Goal to Employees task?

- A. Job Family
- B. Succession Pool
- C. Job Profile
- D. Organizations

Answer: D

Explanation:
* In theAdd Goal to Employeestask, managers can cascade or assign goals to groups of workers.
* The available grouping option is byOrganizations(e.g., supervisory organizations, cost centers, custom organizations).
* Succession Pools, Job Profiles, and Job Familiesare not selection criteria in this task. Those are used in talent or competency management contexts but not in mass goal assignment.
References:
Workday Talent & Performance documentation, Goal Management section.
Workday Pro Talent & Performance training guide:"Add Goal to Employees allows assignment to selected workers or by organizations, not by succession pools, job profiles, or job families."

NEW QUESTION # 35
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