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

Answer: A

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

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. Create Goal for Worker
- C. Maintain Goals Setup
- 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 to one worker at 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 define organization-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 for configuring 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 for mass 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 assigning two self-development goals to all members in 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 via Add Goal To Employees task, not Manage Organization Goals (which is only for defining org-level goals).

NEW QUESTION # 49

During testing, you launched a Performance Review event with calibrations and all events are still in-progress. You notice that the goals are not populating as planned.

What is the first task you should run before you correct your configuration?

- A. The Mass Cancel Business Process task for Start Performance Review and Launch Calibration, including the subprocesses
- B. The Mass Rescind Business Process task for Start Performance Review and Launch Calibration, without the subprocesses
- C. The Mass Cancel Business Process task for Start Performance Review only, without the subprocesses

- D. The Mass Rescind Business Process task for Start Performance Review only, including the subprocesses

Answer: D

Explanation:

This scenario deals with testing a Performance Review event that includes calibrations. Since the goals are not populating as expected, you need to reset the process correctly before fixing the configuration.

Here's why the correct choice is Mass Rescind - Start Performance Review (including subprocesses):

* Rescind vs Cancel

* Rescind: Completely removes the business process instance and all of its subprocesses from the system as if it never occurred. This is the proper action during testing, because it clears the data and lets you start fresh with corrected configuration.

* Cancel: Stops the process, but leaves historical records behind. This is not ideal for configuration testing, because it doesn't fully reset the process state.

* Why Start Performance Review only (not Calibration)

* Calibration events are tied to performance reviews. If you rescind the performance review, the associated calibration processes are also cleared.

* If you attempt to rescind or cancel both Performance Review and Calibration separately, it can cause unnecessary complications.

* Why including subprocesses

* Performance Review has multiple subprocesses (e.g., goal population, manager review, employee self-evaluation, calibration triggers).

* To fully clear the faulty test run, you must include all subprocesses; otherwise, remnants of the process remain in-progress and may block future testing.

* Incorrect Options Explained

* A. Mass Rescind (Performance Review + Calibration, no subprocesses) # Wrong, because calibration rescinds automatically when you rescind the review, and leaving out subprocesses creates incomplete cleanup.

* C. Mass Cancel (Performance Review + Calibration, with subprocesses) # Wrong, because Cancel does not fully reset configuration testing.

* D. Mass Cancel (Performance Review only, no subprocesses) # Wrong, same reason: Cancel is insufficient, and leaving subprocesses active breaks cleanup.

References

* Workday Pro Talent & Performance Study Guide - Calibration & Performance Reviews: "When testing configuration errors, rescind the performance review with all subprocesses. Do not cancel, as this preserves process history and does not allow a clean retest."

* ERP Cloud Training - Workday Performance Review & Calibration: "Rescind clears all subprocesses linked to the review, including calibration. Cancel only halts the process without fully removing it."

* Workday Community Documentation - Mass Business Process Actions: Confirms that Rescind fully clears test data, while Cancel leaves records intact.

NEW QUESTION # 50

What statement describes the Skills Cloud feature?

- A. Skills Cloud only accesses customer-tenanted skills.
- B. Skills Cloud requires an Innovation Services subscription.
- **C. Skills Cloud is automatically available.**
- D. Skills Cloud prevents enterprises from adding their own 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 # 51

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

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

Answer: A

Explanation:

- * In the Add Goal to Employees task, managers can cascade or assign goals to groups of workers.
- * The available grouping option is by Organizations (e.g., supervisory organizations, cost centers, custom organizations).
- * Succession Pools, Job Profiles, and Job Families are 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 # 52

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