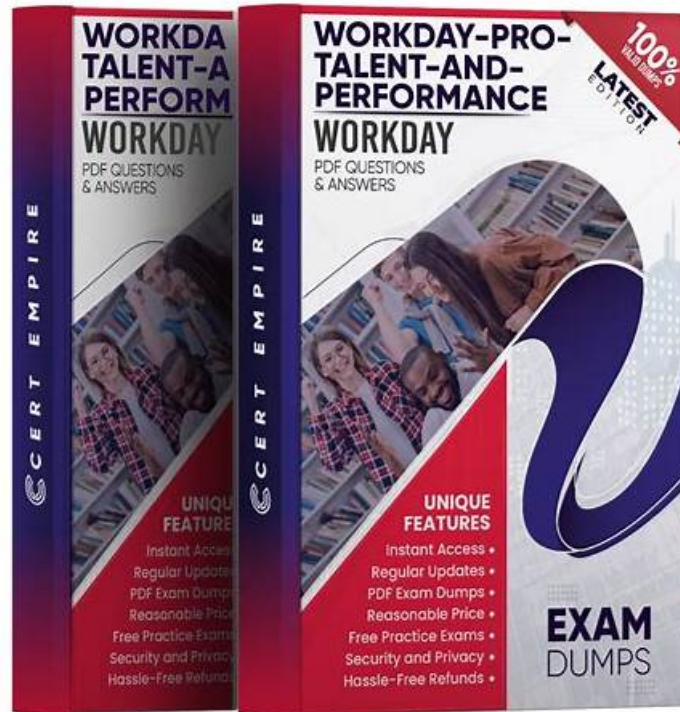


# Workday-Pro-Talent-and-Performance Latest Demo - Test Workday-Pro-Talent-and-Performance Simulator Fee



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## Workday Pro Talent and Performance Exam Sample Questions (Q44-Q49):

### NEW QUESTION # 44

An enterprise uses only the job management staffing model.

What option groups workers for succession purposes?

- A. Succession Plans
- **B. Succession Pools**
- C. Candidate Pools
- D. Development Plan

**Answer: B**

Explanation:

\* Even when using a job management staffing model, organizations use Succession Pools to group workers for succession planning.

\* Pools identify workers with potential to step into key roles in the future.

\* Incorrect options:

\* A. Development Plan # defines individual growth steps, not succession grouping.

\* B. Candidate Pools # used in recruiting, not succession.

\* C. Succession Plans # tied to specific positions or job profiles, not used for general grouping in job management models.

References:

Workday Succession Planning guide: "Succession Pools are used to group workers in job management staffing models."

### NEW QUESTION # 45

Refer to the following scenario to answer the question below.

□ 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. Maintain Goal Units task
- C. Configure Organization Goals section
- **D. Configure Individual Goals section**

**Answer: D**

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 # 46

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 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 Employee task, not Manage Organization Goals (which is only for defining org-level goals).

### NEW QUESTION # 47

What field does Workday require when you create a competency?

- A. Proficiency Rating Scale
- B. Category
- **C. Name**
- D. Competency Description

**Answer: C**

Explanation:

When creating a competency in Workday Talent & Performance, the system enforces certain required fields.

\* Name:

\* This is the mandatory field. Every competency must have a name so it can be identified in job profiles, performance reviews, and talent pools.

\* Without a name, Workday will not allow you to save or proceed.

\* Proficiency Rating Scale:

\* This is important for measuring competencies (e.g., Basic # Intermediate # Advanced # Expert).

\* However, it is not required at the point of creation. If you don't assign one, the system can still save the competency, though you may not be able to rate employees effectively without linking a scale later.

- \* Competency Description:
- \* Highly recommended for clarity and reporting.
- \* But this field is optional, not enforced by Workday.
- \* Category:
- \* Used to group competencies (e.g., Leadership, Technical, Communication).
- \* Again, optional and for organizational purposes only.

Thus, while other fields add functionality and structure, the only required field to create a competency is the Name.

#### #References

- \* Talent & Performance Learning Material: Competencies are created with "Name" as required, while "Description, Proficiency Scale, and Category" are optional metadata used to support evaluation and reporting.
- \* Workday Pro Talent & Performance study outlines: Under the Competencies section, it explicitly states: "The only mandatory field is Name. Description, Proficiency Rating Scale, and Category are optional fields that can be configured for richer competency management." #web source Talent & Performance training + community notes#
- \* ERP Cloud Training - Workday Talent & Performance course: Highlights that "Name is required when creating a competency; all other fields are optional depending on business needs."

### NEW QUESTION # 48

The HR department wants to gather talent information from their employees and managers.

What business process can they use?

- A. Start Performance Review
- **B. Launch Talent Review**
- C. Launch Calibration
- D. Complete Manager Evaluation

**Answer: B**

Explanation:

\* The Launch Talent Review business process is used by HR and Talent Partners to gather, review, and calibrate employee information from both employees and managers.

\* It provides a structured way to collect talent-related data (performance, potential, risk of loss, impact of loss, etc.) for workforce planning and succession.

\* Incorrect options:

\* Complete Manager Evaluation# part of performance reviews, not general talent data gathering.

\* Launch Calibration# aligns ratings but does not broadly gather talent information.

\* Start Performance Review# focused on annual/performance evaluations, not holistic talent review.

References:

Workday Talent Review documentation: "Launch Talent Review is the business process to gather talent information from employees and managers."

### NEW QUESTION # 49

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