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

Topic	Details
Topic 1	• 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 2	• 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 3	• 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 4	• 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 5	• 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.

Workday Pro Talent and Performance Exam Sample Questions (Q47-Q52):

NEW QUESTION # 47
What do you use a talent pool for?

- A. To organize workers by hierarchical structure.
- B. To create a short list of ranked candidates who are preparing to take over a position.
- C. To organize and segment groups of workers for development.
- D. To assess the readiness of internal candidates and consider external candidates for job profiles.

Answer: C

Explanation:
* Talent Poolsare designed to group employees for development and succession planning purposes.
* They help organizations track readiness, identify high potentials, and prepare workers for future roles.
* Incorrect options:
* A. Organizing by hierarchy is done viaSupervisory Organizations, not talent pools.
* B. A short list of ranked candidates is closer toSuccession Planning, not talent pools.
* D. Assessing readiness for job profiles (including external candidates) isSuccession Planning, not pools.
References:
Workday Talent Management Guide:"Talent pools are collections of workers for development and growth opportunities." Workday

Pro Talent & Performance certification prep.

NEW QUESTION # 48

How do dynamic talent pools determine pool membership?

- A. Based on manual selection
- B. Based on a custom report you define
- C. Based on the results of a saved search
- D. Based on the Compare Workers report

Answer: C

Explanation:
* Dynamic Talent Poolsautomatically determine membership by using the results of asaved search.
* This allows pool membership to update as workers meet or no longer meet the search criteria.
* Incorrect options:
* Compare Workers report# used for side-by-side comparison, not pool membership.
* Manual selection# applies to static pools, not dynamic.
* Custom report# not the driver; Workday specifically requires saved searches for dynamic pools.
References:
Workday Talent Pools configuration guide.
Workday Pro exam material: "Dynamic pools are maintained by saved search results."

NEW QUESTION # 49

You are using a performance review template and a goal is not populating into an employee's review.
What could cause this issue?

- A. The goal has milestones that are not in Complete status.
- B. The goal is in Not Started status.
- C. The goal due date falls outside the period start and end dates of the template.
- D. The goal was created using the Cascade Goals business process.

Answer: C

Explanation:
* For a goal to populate into a performance review, itsdue datemust align with thereview template's start and end period.
* If the goal falls outside that timeframe, Workday will not pull it into the review.
* Other options are not correct:
* Cascade Goals# does not prevent goals from being included.
* Milestones not Complete# milestone status does not block goal population.
* Not Started status# goals can still populate even if not started.
References:
Workday Performance Review setup guide:"Goals populate into reviews if their due dates fall within the template's defined period."
Workday Pro Talent & Performance exam prep: Goal alignment with template period is required.

NEW QUESTION # 50

Refer to the following scenario to answer the question below.
Your organization is initiating employee reviews. There are several objectives for these reviews, including:
* Setting goals and reviewing them quarterly.
* Checking in with the new hire at 90 days.
* Annually reviewing performance.
* Performing multi-rater reviews.
For the annual review, you need a new review template. This template must contain sections for both professional and personal goals.
What task do you need to configure before you can create the new template?

- A. Maintain Goal Periods

- B. Maintain Employee Review Setup
- C. Maintain Goal Setup
- D. Maintain Employee Review Section Types

Answer: D

Explanation:
* Before creating a review template, you must define thesection typesavailable in reviews.
* Since the template requirestwo different goal sections (professional and personal), you must configure them asEmployee Review Section Types.
* Incorrect options:
* A. Maintain Goal Periods # defines timeframes, not template sections.
* C. Maintain Goal Setup # configures goal rules, not review template sections.
* D. Maintain Employee Review Setup # overall setup but does not define section types.
References:
Workday Employee Review Template admin documentation.
Workday Pro exam study guide: "Use Maintain Employee Review Section Types to enable multiple goal sections in review templates."

NEW QUESTION # 51
You want to ensure consistency when reporting responses on specific feedback templates.
What functionality prevents workers from changing questions on a feedback template?

- A. Lock Template
- B. Question Tags
- C. Template Type
- D. Condition Rules

Answer: A

Explanation:
* To ensure consistent reporting, feedback templates can be set asLocked.
* ALocked Feedback Templateprevents managers or workers from modifying the questions-no additions, edits, or deletions are allowed.
* Other options are not correct:
* Condition Rules# used for dynamic behavior and field visibility, not for locking questions.
* Template Type# defines type (e.g., Feedback vs. Review), not question editability.
* Question Tags# used for categorization and reporting but do not prevent changes.
References:
Workday Talent & Performance configuration material: "Lock Template prevents edits to template questions." Workday Pro certification study content on feedback management.

NEW QUESTION # 52
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