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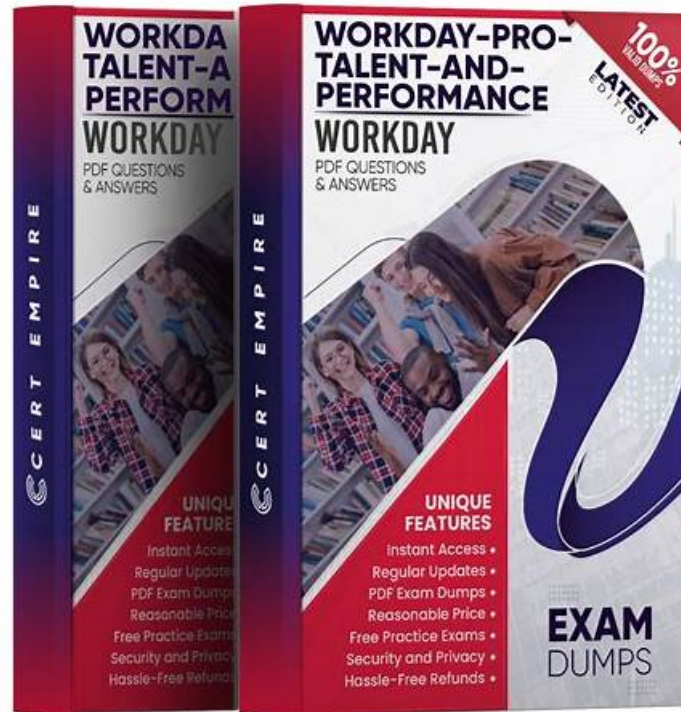
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Workday Workday-Pro-Talent-and-Performance Exam Syllabus Topics:

Topic	Details
Topic 1	• 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 2	• 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	• 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 4	• 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 5	• 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 (Q30-Q35):

NEW QUESTION # 30
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. Assess Potential
- C. Set Review Content
- D. Get Additional Reviewers

Answer: B

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 # 31
What statement describes the Skills Cloud feature?

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

Answer: A

Explanation:
* Workday Skills Cloudis 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 # 32
You want to define level-based behavioral indicators for proficiency ratings on a competency.
What criteria can you use?

- A. Supervisory Organization
- B. Management Level
- C. Talent Pool
- D. Job Profile

Answer: D

Explanation:
* Behavioral indicatorscan be tied to proficiency rating levels on a competency to describe expected behaviors at each level.
* These indicators are assigned byJob Profile.
* Other options (Supervisory Organization, Management Level, Talent Pool) are not used to define behavioral indicators.
* Linking by Job Profile allows organizations to customize behaviors expected for different roles.
References:
Workday Talent & Performance competency management documentation.
Workday Pro Talent & Performance training material:"Behavioral indicators are assigned at the job profile level to define expected behaviors for each proficiency rating."

NEW QUESTION # 33
What task do you configure to use suggested skills?

- A. Edit Tenant Setup - HCM
- B. Configure Optional Fields
- C. Maintain Skills and Experience Setup
- D. Edit Tenant Setup - System

Answer: C

Explanation:
* Suggested skills functionality is enabled and configured using theMaintain Skills and Experience Setuptask.
* This controls whether Workday will suggest skills to workers based on their profiles and activity.
* Incorrect options:
* Edit Tenant Setup - SystemandEdit Tenant Setup - HCM# global settings, not skill suggestions.
* Configure Optional Fields# defines visibility of fields but not skill suggestion functionality.
References:
Workday Talent & Performance documentation:"Suggested skills are configured in Maintain Skills and Experience Setup." Pro Talent certification material confirms this task.

NEW QUESTION # 34
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. Crowdsourced skills

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

Answer: C

Explanation:
Comprehensive Detailed Explanation
* Enterprises can createMaintained Skills-custom-defined skills that are stored and searchable in their tenant.
* These can also be configured assearch 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 # 35
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