

# 100% Pass Quiz Workday - Workday-Pro-Talent-and-Performance—Trustable Exam Experience

## Workday pro exam Questions and Answers 100% Pass

You want to set up benefit partners to only see and support workers in a specific location in hierarchies. What security group type allows you to identify the benefits partners as members and allow you to constrain their access defined location hierarchies? - ✓✓Role-based constrained

How are user based security groups assigned to a worker? - ✓✓They are assigned based on role assignment

Which security group types use other security groups to determine membership? - ✓✓Role- based unconstrained and organization membership

What report identifies the security policy securing a given item such as a given task or delivered report? - ✓✓View security for securable item

In order to access domain

items, what must a user be? - ✓✓A member of at least one security groups permitted in the domain security policy.

Katelyn Whitman, All Rights Reserved © 2025

1

We have a large number of regular customers exceedingly trust our Workday-Pro-Talent-and-Performance training materials for their precise content about the exam. You may previously have thought preparing for the Workday-Pro-Talent-and-Performance preparation materials will be full of agony, actually, you can abandon the time-consuming thought from now on. Our Workday-Pro-Talent-and-Performance Exam Questions are famous for its high-efficiency and high pass rate as 98% to 100%. Buy our Workday-Pro-Talent-and-Performance study guide, and you will pass the exam easily.

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

Topic	Details
Topic 1	<ul style="list-style-type: none"><li>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.</li></ul>
Topic 2	<ul style="list-style-type: none"><li>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.</li></ul>

Topic 3	<ul style="list-style-type: none"> <li>• 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.</li> </ul>
Topic 4	<ul style="list-style-type: none"> <li>• 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.</li> </ul>
Topic 5	<ul style="list-style-type: none"> <li>• 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.</li> </ul>

### >> Workday-Pro-Talent-and-Performance Exam Experience <<

## Visual Workday-Pro-Talent-and-Performance Cert Test & New Workday-Pro-Talent-and-Performance Test Question

Our company constantly increases the capital investment on the research and innovation of our Workday-Pro-Talent-and-Performance study materials and expands the influences of our study materials in the domestic and international market. Because the high quality and passing rate of our Workday-Pro-Talent-and-Performance study materials more than 90 percent that clients choose to buy our study materials when they prepare for the test Workday-Pro-Talent-and-Performance Certification. We have established a good reputation among the industry and the constantly-enlarged client base. Our sales volume and income are constantly increasing and the clients' credibility towards our Workday-Pro-Talent-and-Performance study materials stay high.

## Workday Pro Talent and Performance Exam Sample Questions (Q33-Q38):

### NEW QUESTION # 33

What functionality prevents managers from having visibility to peer-to-peer feedback?

- A. Private Feedback
- B. Feedback Badges
- C. Confidential Feedback
- D. Anonymity

**Answer: A**

Explanation:

- \* Private Feedback ensures that only the feedback recipient can see the comments.
- \* This means managers have no visibility to peer-to-peer private feedback.
- \* Other options:
- \* Confidential Feedback# visible to both the worker and their manager.
- \* Feedback Badges# recognition icons, not a visibility control.
- \* Anonymity# hides the feedback giver's name but does not control manager visibility.

References:

Workday Talent & Performance documentation: Private vs. Confidential feedback visibility.

### NEW QUESTION # 34

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 # 35

You want to launch performance reviews with calibration. However, during calibration you do not want managers to receive performance review-related Inbox tasks.

What step should you add to the configuration to allow this?

- A. A To Do step in the Launch Calibration business process
- B. The Update Performance Review Ratings for Manager Evaluation step in the Complete Manager Evaluation business process
- C. The Shared Participation step in the Launch Calibration business process
- **D. The Await Calibration Completion service step in the Complete Manager Evaluation business process**

**Answer: D**

Explanation:

\* To prevent managers from receiving Inbox tasks during calibration, you configure the Await Calibration Completion service step in the Complete Manager Evaluation BP.

\* This holds manager evaluation tasks until calibration is finalized.

\* Incorrect options:

\* To Do step in Launch Calibration # only provides reminders, does not prevent tasks.

\* Update Performance Review Ratings step # allows updates after calibration but doesn't prevent tasks.

\* Shared Participation step # controls collaboration in calibration, not blocking Inbox tasks.

References:

Workday calibration process documentation.

Workday Pro certification: "Use Await Calibration Completion to pause manager evaluations until calibration ends."

### NEW QUESTION # 36

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

**Answer: B**

Explanation:

\* For a goal to populate into a performance review, its due date must align with the review 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 # 37

As an administrator, what is an attribute of feedback badges?

- A. You can create custom badges using Workday-delivered icons.
- B. You can delete badges at any time.
- C. You can allow recipients to decline badges.
- **D. You can make badges required when entering feedback.**

**Answer: D**

Explanation:

In Workday Talent & Performance, feedback badges are a visual and motivational way to recognize employees when providing feedback. Administrators configure the rules and usage of these badges.

Let's carefully review the options:

\* A. You can delete badges at any time.

\* Not correct.

\* Once a badge is actively in use (already given to workers in feedback), it cannot simply be deleted, because that would break historical data. Instead, administrators can make badges inactive, but they remain in the system for reporting integrity.

\* B. You can make badges required when entering feedback.

\* Correct.

\* Workday configuration allows admins to require that feedback entries include a badge. This ensures that every feedback submission carries a visual, standardized recognition element alongside the narrative text.

\* This aligns with the study guide under Feedback and Recognition, which highlights that "badges may be configured as required fields for any feedback process."

\* C. You can create custom badges using Workday-delivered icons.

\* Not exactly.

\* You can create custom badges, but you upload your own images/icons. Workday provides sample ones, but they aren't the only option. You are not restricted to Workday-delivered icons.

\* D. You can allow recipients to decline badges.

\* Incorrect.

\* Employees cannot decline badges once they are attached to feedback. Feedback is submitted as part of the talent/performance process, and the badge is embedded.

Therefore, the unique administrator attribute here is the ability to make badges required when entering feedback.

#References

\* Workday Pro Talent & Performance Guide- Feedback Badges configuration: "Administrators can make badge selection mandatory when submitting feedback, ensuring consistent recognition across the organization."

\* ERP Cloud Training (Talent & Performance Badges section): Confirms that badges can be required for feedback, cannot be declined by recipients, and must be inactivated (not deleted) when no longer in use.

\* Workday Community (Feedback and Recognition documentation): Custom badges can be created by uploading images, not restricted to Workday-delivered icons.

### NEW QUESTION # 38

.....

According to the statistic about candidates, we find that some of them take part in the Workday exam for the first time. Considering the inexperience of most candidates, we provide some free trail for our customers to have a basic knowledge of the Workday-Pro-Talent-and-Performance exam guide and get the hang of how to achieve the Workday-Pro-Talent-and-Performance Exam Certification in their first attempt. You can download a small part of PDF demo, which is in a form of questions and answers relevant to your coming Workday-Pro-Talent-and-Performance exam; and then you may have a decision about whether you are content with it. Our Workday-Pro-Talent-and-Performance exam questions are worthy to buy.

**Visual Workday-Pro-Talent-and-Performance Cert Test:** <https://www.pass4suresvce.com/Workday-Pro-Talent-and-Performance-pass4sure-vce-dumps.html>

- Latest Workday-Pro-Talent-and-Performance Dumps Files ☐ Valid Workday-Pro-Talent-and-Performance Exam Syllabus ☐ Reliable Workday-Pro-Talent-and-Performance Test Preparation ☐ Easily obtain free download of > Workday-Pro-Talent-and-Performance < by searching on ☐ [www.practicevce.com](http://www.practicevce.com) ☐ ☐ Workday-Pro-Talent-and-Performance PDF

- Latest Workday-Pro-Talent-and-Performance Dumps Files ☐ Reliable Workday-Pro-Talent-and-Performance Test Review ☐ Workday-Pro-Talent-and-Performance Reliable Exam Syllabus ☐ Open ► [www.pdfvce.com](http://www.pdfvce.com) ◀ enter ► Workday-Pro-Talent-and-Performance ◀ and obtain a free download ☐ Latest Workday-Pro-Talent-and-Performance Dumps Files
- 2026 Workday-Pro-Talent-and-Performance – 100% Free Exam Experience | High Hit-Rate Visual Workday-Pro-Talent-and-Performance Cert Test ☐ Simply search for [ Workday-Pro-Talent-and-Performance ] for free download on **【** [www.examcollectionpass.com](http://www.examcollectionpass.com) **】** ☐ Workday-Pro-Talent-and-Performance Test Sample Online
- Workday-Pro-Talent-and-Performance Valid Test Vce Free ☐ Reliable Workday-Pro-Talent-and-Performance Test Review ☐ Reliable Workday-Pro-Talent-and-Performance Test Preparation ☐ Search for ➡ Workday-Pro-Talent-and-Performance ☐ on **【** [www.pdfvce.com](http://www.pdfvce.com) **】** immediately to obtain a free download ☐ Valid Workday-Pro-Talent-and-Performance Exam Syllabus
- 2026 Workday-Pro-Talent-and-Performance – 100% Free Exam Experience | High Hit-Rate Visual Workday-Pro-Talent-and-Performance Cert Test ☐ Open website “[www.troytecdumps.com](http://www.troytecdumps.com)” and search for 「 Workday-Pro-Talent-and-Performance 」 for free download ☐ Workday-Pro-Talent-and-Performance Reliable Exam Syllabus
- Workday-Pro-Talent-and-Performance Reliable Exam Syllabus ☐ Workday-Pro-Talent-and-Performance Test Sample Online ☐ Workday-Pro-Talent-and-Performance Test Certification Cost ☐ Search for ☀ Workday-Pro-Talent-and-Performance ☐ ☀ ☐ and download it for free on ☐ [www.pdfvce.com](http://www.pdfvce.com) ☐ website ☐ New Workday-Pro-Talent-and-Performance Exam Preparation
- 100% Pass Quiz 2026 Workday Workday-Pro-Talent-and-Performance Newest Exam Experience ☐ Search for “ Workday-Pro-Talent-and-Performance ” and download it for free on 《 [www.troytecdumps.com](http://www.troytecdumps.com) 》 website ☐ Workday-Pro-Talent-and-Performance Reliable Exam Tutorial
- Workday-Pro-Talent-and-Performance Study Guide: Workday Pro Talent and Performance Exam - Workday-Pro-Talent-and-Performance Practice Test - Workday Pro Talent and Performance Exam Learning Materials ☐ Simply search for ☐ Workday-Pro-Talent-and-Performance ☐ for free download on ► [www.pdfvce.com](http://www.pdfvce.com) ☐ ☐ Workday-Pro-Talent-and-Performance Test Sample Online
- Workday-Pro-Talent-and-Performance Test Certification Cost ☐ Latest Workday-Pro-Talent-and-Performance Dumps Files ☐ Latest Test Workday-Pro-Talent-and-Performance Experience ☐ Search for ☐ Workday-Pro-Talent-and-Performance ☐ and download exam materials for free through **【** [www.prepawaypdf.com](http://www.prepawaypdf.com) **】** ☐ New Workday-Pro-Talent-and-Performance Exam Preparation
- Pass Guaranteed 2026 Newest Workday-Pro-Talent-and-Performance: Workday Pro Talent and Performance Exam Exam Experience ☐ Easily obtain **【** Workday-Pro-Talent-and-Performance **】** for free download through ➡ [www.pdfvce.com](http://www.pdfvce.com) ☐ ☐ Reliable Workday-Pro-Talent-and-Performance Exam Answers
- Workday-Pro-Talent-and-Performance Valid Test Syllabus ☐ Workday-Pro-Talent-and-Performance Simulated Test ☐ Workday-Pro-Talent-and-Performance Valid Test Syllabus ☐ Search for ( Workday-Pro-Talent-and-Performance ) and easily obtain a free download on 《 [www.pdfdumps.com](http://www.pdfdumps.com) 》 ☐ Valid Workday-Pro-Talent-and-Performance Exam Syllabus
- [www.stes.tyc.edu.tw](http://www.stes.tyc.edu.tw), [www.stes.tyc.edu.tw](http://www.stes.tyc.edu.tw), [www.stes.tyc.edu.tw](http://www.stes.tyc.edu.tw), [www.stes.tyc.edu.tw](http://www.stes.tyc.edu.tw), [myportal.utt.edu.tw](http://myportal.utt.edu.tw), [myportal.utt.edu.tw](http://myportal.utt.edu.tw), [myportal.utt.edu.tw](http://myportal.utt.edu.tw), [myportal.utt.edu.tw](http://myportal.utt.edu.tw), [myportal.utt.edu.tw](http://myportal.utt.edu.tw), [myportal.utt.edu.tw](http://myportal.utt.edu.tw), [myportal.utt.edu.tw](http://myportal.utt.edu.tw), [www.stes.tyc.edu.tw](http://www.stes.tyc.edu.tw), [pct.edu.pk](http://pct.edu.pk), [www.stes.tyc.edu.tw](http://www.stes.tyc.edu.tw), [www.stes.tyc.edu.tw](http://www.stes.tyc.edu.tw), [courses.learnwells.com](http://courses.learnwells.com), Disposable vapes