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Preparing for Workday Pro Talent and Performance Exam (Workday-Pro-Talent-and-Performance) exam can be a challenging task, especially when you're already juggling multiple responsibilities. People who don't study with updated Workday Workday-Pro-Talent-and-Performance practice questions fail the test and lose their resources. If you don't want to end up in this unfortunate situation, you must prepare with actual and Updated Workday-Pro-Talent-and-Performance Dumps of Lead2Passed. At Lead2Passed, we believe that one size does not fit all when it comes to Workday Workday-Pro-Talent-and-Performance exam preparation. Our team of experts has years of experience in providing Workday Workday-Pro-Talent-and-Performance exam

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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	• 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 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	• 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 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.

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Workday Pro Talent and Performance Exam Sample Questions (Q12-Q17):

NEW QUESTION # 12
You would like to use Skills Cloud as the primary source for skill searches.
What task would you access to meet this requirement?

- A. Maintain Skill Item Categories
- B. Maintain Skill Vendors
- C. Maintain Skills
- D. Maintain Skills and Experience Setup

Answer: D

Explanation:
* To configure Skills Cloud as the primary source for skill searches, you use the Maintain Skills and Experience Setup task.
* This task controls whether Workday tenant prioritizes Skills Cloud suggestions and searches versus custom skill libraries.
* Incorrect options:
* Maintain Skill Item Categories# categorizes skills, not source priority.

* Maintain Skill Vendors# used for external vendor integrations.
* Maintain Skills# used for creating/editing skills but not selecting Skills Cloud as the default.
References:
Workday configuration guide: Skills Cloud setup.
Workday Pro certification prep:"Maintain Skills and Experience Setup controls whether Skills Cloud is the primary search source."

NEW QUESTION # 13
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. Maintain Goals Setup
- B. Create Goal for Worker
- C. Add Goal To Employees
- D. Manage Organization Goals

Answer: C

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 toone workerat 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 defineorganization-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 forconfiguring 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 formass 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 assigningtwo self-development goals to all membersin 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 viaAdd Goal To Employeestask, not Manage Organization Goals (which is only for defining org-level goals).

NEW QUESTION # 14
Your organization launches talent reviews for the entire organization on an annual basis. You created a new Talent Lead security group to initiate the talent review event.
What do you need to modify to enable this configuration?

- A. The Talent Review business process security policy
- B. Both the Launch Talent Reviews business process security policy and the Talent Review domain security policy
- C. The Launch Talent Reviews business process security policy
- D. Both the Talent Review business process security policy and the Talent Review domain security policy

Answer: B

Explanation:

This scenario involves enabling a new security group (Talent Lead) to initiate Talent Review events in Workday. To achieve this, you need to configure both the business process security and domain security that govern Talent Reviews.
* Launch Talent Reviews business process security policy
* This policy controls who has permission to initiate the Talent Review event.
* Without updating this, the new Talent Lead group cannot start the review process.
* Talent Review domain security policy
* This policy governs access to Talent Review objects, such as templates, review events, grids, and attributes.
* Without updating domain security, even if the group can launch the process, they will not be able to view or interact with the talent review itself.
* Incorrect alternatives
* Option B (Launch Talent Reviews only):This would allow the group to initiate the process, but they would lack access to view or work with the reviews.
* Option C (Talent Review business process security policy):There is no generic "Talent Review business process"; the correct one is "Launch Talent Reviews."
* Option D (Talent Review business process + domain security):Misstated. The business process in question is "Launch Talent Reviews," not a general Talent Review business process.
Therefore, the correct answer is to updateboth the Launch Talent Reviews business process security policy and the Talent Review domain security policyso that the Talent Lead group has both initiation rights and access permissions.
References
* Workday Pro Talent & Performance Certification Guide - Security in Talent Reviews: Explains that both business process security and domain security must be configured for security groups responsible for launching talent reviews.
* ERP Cloud Training - Talent Review Security: Notes that business process security grants initiation rights, while domain security controls access to objects and review content.
* Workday Community Documentation - Talent Review Setup: Confirms that both the Launch Talent Reviews business process policy and the Talent Review domain security policy must be modified when a new security group is added to initiate reviews.

NEW QUESTION # 15
What option is available for managing your succession plans?

- A. Add job profiles to succession plans via the Find Workers report.
- B. Add employees to succession plan via the Find Workers report.
- C. Allow external candidates and employees to be assigned on succession plans based on related skills.
- D. Add employees to the succession plan from a talent pool.

Answer: B

Explanation:
* In Workday, when managingSuccession Plans, you can directly add employees by searching for them in theFind Workers report.
* Incorrect options:
* A. Adding employees from a talent pool is possible for development, but not a delivered method for populating succession plans.
* B. External candidates cannot be directly assigned to succession plans; succession focuses on internal talent.
* C. Job profiles are the object succession plans are created for, not what you add via Find Workers.
References:
Workday Succession Planning Guide:"Use the Find Workers report to identify and add employees to succession plans." Pro Talent & Performance exam materials confirm this process.

NEW QUESTION # 16
Refer to the following scenario to answer the question below.

Maintain Goal Setup

Configure Individual Goals

1 item

Process	*Field	*Criteria	Enforce Required in Web Services	Hidden For	Required For
Manage Goals	⊕				

> **More Information**

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Configure Organization Goals

Organization Alignment	☐
Organization Goal Allows Organization Alignment Through Hierarchy	☐
Default Organization Goal to Private	☐
Enable Percent Complete	☐
Allow Automatic Calculation of Percent Complete	

Configure Goals In Reviews

Lock Goals Associated with In Progress Reviews	☐
Allow Deletion of Goals Associated with Reviews	☐
Allow Ordering of Goals in Reviews	☐

(Maintain Goal Units) (Maintain Goal Payout Bands) (Configure Talent Tags) (Maintain Goal Categories) (Maintain Goal Periods) (Maintain Goal Completion Statuses)

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. Configure Individual Goals section
- B. Configure Organization Goals section
- C. Maintain Goal Categories task
- D. Maintain Goal Units task

Answer: A

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 # 17

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