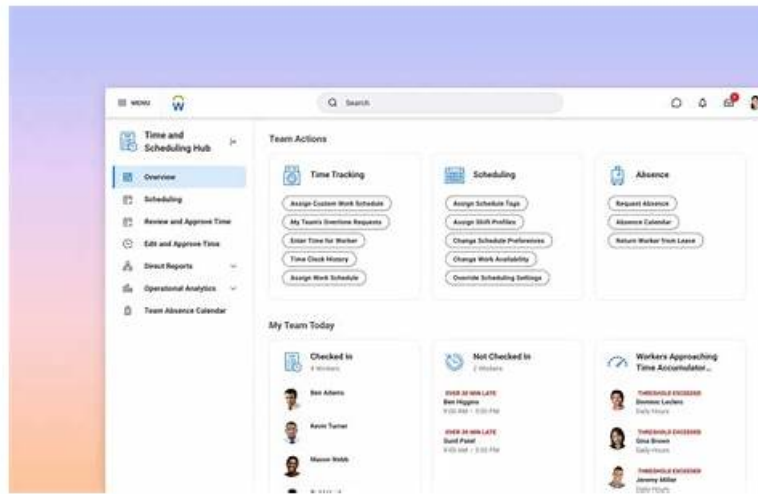


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Workday Workday-Pro-Talent-and-Performance Exam Syllabus Topics:

Topic	Details
Topic 1	<ul style="list-style-type: none"> 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 2	<ul style="list-style-type: none"> 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 3	<ul style="list-style-type: none"> 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	<ul style="list-style-type: none"> 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 5	<ul style="list-style-type: none"> • 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.
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Workday Pro Talent and Performance Exam Sample Questions (Q36-Q41):

NEW QUESTION # 36

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

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

Answer: D

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 # 37

Before the performance review event began, workers set their goals. You want to automatically include their goals in the performance review content.

What configuration option do you select on the employee review template?

- **A. Load Relevant Goals**
- B. Show Additional Rating to Employee
- C. Allow User to Add Existing Goals Manually
- D. Items Rated

Answer: A

Explanation:

- * To automatically include goals that workers set before the review began, enable Load Relevant Goals on the employee review template.
- * This ensures the goals tied to the review period are pulled into the content automatically.
- * Incorrect options:

- * Allow User to Add Existing Goals Manually# lets employees add goals one by one, not automatic.
- * Show Additional Rating to Employee# provides extra rating display, unrelated to loading goals.
- * Items Rated# defines what is rated in the review but doesn't auto-load goals.

References:

Workday employee review template configuration.

Workday Pro Talent & Performance exam content: "Load Relevant Goals automatically includes active goals tied to the review period."

NEW QUESTION # 38

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

Answer: D

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 # 39

Which configuration is responsible for determining what actions employees and managers can take during a talent review?

- A. Organization membership
- B. Employee potential
- **C. Talent review template rule**
- D. Domain security

Answer: C

Explanation:

This question is about Talent Reviews in Workday and what drives the permissions or actions that employees and managers can take during the review process.

Let's analyze the choices:

- * A. Organization membership
- * Incorrect.
- * Organization membership (e.g., supervisory org, talent pool) determines which workers are included in the review.
- * It does not determine what actions managers or employees can take.
- * B. Employee potential
- * Incorrect.
- * Employee potential is an attribute (like performance, loss impact, retention risk) used for evaluation in the talent review grid.
- * It informs the content of the review, not the actions available to participants.
- * C. Domain security
- * Partially correct but not the best answer.
- * Domain security determines who has access to initiate or view Talent Reviews, but it does not drive process actions inside the review (such as rating, adding notes, or calibrating).
- * D. Talent review template rule
- * Correct.
- * The Talent Review Template Rule defines the configuration of the talent review process, including:

- * Which sections appear (e.g., 9-box grid, attributes, notes).
 - * Which actions participants (employees, managers, HR partners) can perform.
 - * Whether calibration is enabled, whether participants can move employees between grid boxes, and other interactive review behaviors.
 - * This is the configuration responsible for controlling what employees and managers can do during a talent review event. Therefore, the correct answer is Talent review template rule.
- #References
- * Workday Pro Talent & Performance Certification Guide - Talent Reviews: "The talent review template rule determines the structure of the review and what actions participants may take during the review."
 - * ERP Cloud Training - Workday Talent Reviews: "Template rules control functionality such as allowing participants to update potential ratings, add notes, or move workers in the grid. Security domains only manage access."
 - * Workday Community Documentation - Talent Review Configuration: Confirms that template rules define the actions and behaviors within a talent review session.

NEW QUESTION # 40

What statement describes the Skills Cloud feature?

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

Answer: A

Explanation:

- * Workday Skills Cloud is 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 # 41

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