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Workday Pro Talent and Performance Exam Sample Questions (Q36-Q41):

NEW QUESTION # 36

You want to create a talent pool that automatically updates its members based on criteria. You also want those in the Manager role to only have permissions to the members of their organization.

What type of talent pool do you create?

- A. Open Dynamic Talent Pool
- B. Open Static Talent Pool
- C. Restricted Static Talent Pool
- D. Restricted Dynamic Talent Pool

Answer: D

Explanation:

* A Dynamic Talent Pool automatically updates membership based on the results of a saved search.

* Making it Restricted ensures that access is limited-so only Managers have visibility/permissions to the members of their supervisory organization.

* Incorrect options:

* Open Dynamic# open visibility, not restricted by role.

* Open Static# membership is manual, not automatic, and visibility is open.

* Restricted Static# membership is manual, not dynamic.

References:

Workday Talent Pool documentation:"Restricted Dynamic Talent Pools allow managers to see only their organizational members with dynamic updates."

NEW QUESTION # 37

An enterprise uses only the job management staffing model.

What option groups workers for succession purposes?

- A. Development Plan
- B. Candidate Pools
- C. Succession Pools
- D. Succession Plans

Answer: C

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 # 38

A manager wants to request feedback about a worker.

They select a locked feedback template to initially populate questions. What can the manager do?

- A. The manager may only use the default questions.
- B. The manager may edit the defaulted questions to better meet their requirements.
- C. The manager may add a question from a bank of previously written questions.
- D. The manager may add additional new questions.

Answer: A

Explanation:

* Feedback templates in Workday can be delivered as locked or editable.

* A locked feedback template ensures consistency across the organization, meaning the manager cannot add, edit, or delete questions.

* Only the default questions included in the template may be used.

* Options A, C, and D would apply if the template were editable, but they are not possible in a locked template.

References:

Workday Feedback configuration documentation.

Workday Pro Talent & Performance certification study material:"Locked templates prevent managers from adding or editing questions. Only the delivered questions are used."

NEW QUESTION # 39

Refer to the following scenario to answer the question below.

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

Answer: D

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 # 40

You are assigning competencies to objects in Workday.

When Workday defines the target proficiency level for a worker, what source takes precedence?

- A. Management Level
- B. Job Profile
- C. Job Family
- **D. Position**

Answer: D

Explanation:

* Competencies can be assigned to multiple objects: job profiles, job families, positions, or management levels.

* When determining a worker's target proficiency level, Position takes precedence over all other sources.

* Order of precedence: Position > Job Profile > Job Family > Management Level.

* This allows organizations to define competencies at higher levels (family, profile) but override them at the position level if necessary.

References:

Workday Talent & Performance competency framework documentation.

Workday Pro training guide: "Position overrides job profile, job family, and management level when determining a worker's target proficiency level."

NEW QUESTION # 41

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