

Workday Workday-Pro-Talent-and-Performance Exam Questions And Answers | Workday-Pro-Talent-and-Performance Valid Practice Materials



The world is changing, so we should keep up with the changing world's step as much as possible. Our PassTestking has been focusing on the changes of Workday-Pro-Talent-and-Performance exam and studying in the exam, and now what we offer you is the most precious Workday-Pro-Talent-and-Performance test materials. After you purchase our dump, we will inform you the Workday-Pro-Talent-and-Performance update messages at the first time; this service is free, because when you purchase our study materials, you have bought all your Workday-Pro-Talent-and-Performance exam related assistance.

All these three PassTestking Workday-Pro-Talent-and-Performance exam questions formats contain valid, updated, and real Workday Pro Talent and Performance Exam exam questions. The Workday Workday-Pro-Talent-and-Performance exam questions offered by the PassTestking will assist you in Workday-Pro-Talent-and-Performance Exam Preparation and boost your confidence to pass the final Workday Workday-Pro-Talent-and-Performance exam easily.

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Workday-Pro-Talent-and-Performance Valid Practice Materials, Exam Workday-Pro-Talent-and-Performance Quick Prep

PassTestking designed this prep material to help you pass the exam on the first try. It may sound complicated, but once you go through regular study and intensive practice, passing the final exam would be a piece of cake. The cost of Workday Pro Talent and Performance Exam (Workday-Pro-Talent-and-Performance) certification itself is expensive, ranging from \$100 to \$1000, so you can't risk wasting that amount. PassTestking ensures that this does not happen by providing you with reliable and updated preparation material.

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

Topic	Details

Topic 1	<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.
Topic 2	<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 3	<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 4	<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 5	<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.

Workday Pro Talent and Performance Exam Sample Questions (Q38-Q43):

NEW QUESTION # 38

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

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

Answer: B

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 # 39

What field does Workday require when you create a competency?

- A. Competency Description
- B. Category
- C. Proficiency Rating Scale
- D. Name

Answer: D

Explanation:

When creating a Competency in Workday Talent & Performance, the system enforces certain required fields.

* Name:

* This is the mandatory field. Every competency must have a name so it can be identified in job profiles, performance reviews, and talent pools.

* Without a name, Workday will not allow you to save or proceed.

* Proficiency Rating Scale:

* This is important for measuring competencies (e.g., Basic # Intermediate # Advanced # Expert).

* However, it is not required at the point of creation. If you don't assign one, the system can still save the competency, though you may not be able to rate employees effectively without linking a scale later.

* Competency Description:

* Highly recommended for clarity and reporting.

* But this field is optional, not enforced by Workday.

* Category:

* Used to group competencies (e.g., Leadership, Technical, Communication).

* Again, optional and for organizational purposes only.

Thus, while other fields add functionality and structure, the only required field to create a competency is the Name.

#References

* Talent & Performance Learning Material: Competencies are created with "Name" as required, while "Description, Proficiency Scale, and Category" are optional metadata used to support evaluation and reporting.

* Workday Pro Talent & Performance study outlines: Under the Competencies section, it explicitly states:"The only mandatory field is Name. Description, Proficiency Rating Scale, and Category are optional fields that can be configured for richer competency management."#web source Talent & Performance training + community notes#

* ERP Cloud Training - Workday Talent & Performance course: Highlights that "Name is required when creating a competency; all other fields are optional depending on business needs."

NEW QUESTION # 40

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. The Shared Participation 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 Await Calibration Completion service step in the Complete Manager Evaluation business process**
- D. A To Do step in the Launch Calibration business process

Answer: C

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 # 41

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

Answer: C

Explanation:

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

* 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 # 42

You want to create an organization goal for the workers in a supervisory organization.

When creating the organization goal, what most recent period defaults into the Goal Period field?

- A. The goal period on any worker record in the supervisory organization.
- B. The goal period assigned to its immediate superior supervisory organization.
- **C. The most recent goal period assigned to a goal in the specific supervisory organization.**
- D. The first goal period created in the tenant.

Answer: C

Explanation:

Comprehensive Detailed Explanation

* When creating an organization goal, Workday defaults the Goal Period field to the most recent goal period used in the specific supervisory organization.

* It does not inherit from superior organizations, worker records, or the first goal period created in the tenant.

* This ensures consistency within the supervisory organization's existing goal cycles.

References:

Workday documentation on Goal Period defaulting behavior.

Workday Pro Talent & Performance guide: "For new organizational goals, the Goal Period defaults to the most recent goal period assigned within that supervisory organization."

NEW QUESTION # 43

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