

Quiz Workday-Pro-Talent-and-Performance - Workday Pro Talent and Performance Exam Newest Test Voucher



Workday

Workday-Pro-Talent-and-Performance Exam

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Of course, when we review a qualifying exam, we can't be closed-door. We should pay attention to the new policies and information related to the test Workday-Pro-Talent-and-Performance certification. For the convenience of the users, the Workday-Pro-Talent-and-Performance test materials will be updated on the homepage and timely update the information related to the qualification examination. Annual qualification examination, although content broadly may be the same, but as the policy of each year, the corresponding examination pattern grading standards and hot spots will be changed, the Workday-Pro-Talent-and-Performance Test Prep can help users to spend the least time to pass the exam.

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

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

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Workday Pro Talent and Performance Exam Sample Questions (Q23-Q28):

NEW QUESTION # 23

A worker is providing feedback and they only want it to be visible to the feedback recipient. What kind of feedback allows for this?

- A. Confidential
- B. Anonymous
- **C. Private**
- D. Public

Answer: C

Explanation:

- * In Workday, Private Feedback is visible only to the feedback recipient.
- * Confidential Feedback is visible to both the recipient and their manager.
- * Anonymous Feedback hides the identity of the feedback giver but may still be visible to managers or admins depending on configuration.
- * Public Feedback is broadly visible across the organization or workgroup.

Therefore, the only feedback type that ensures visibility only to the recipient is Private Feedback.

References:

Workday Talent & Performance study material on feedback types.

Workday Pro Talent & Performance training notes: "Private feedback is restricted to the recipient alone; confidential feedback includes the manager, while public feedback is visible more broadly."

NEW QUESTION # 24

Refer to the following scenario to answer the question below.

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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.

The current five-year timeframe for organizational goals is ending and you want to create new organizational goals.

What task do you use to create the next five-year cycle?

- A. Maintain Goal Completion Statuses
- B. Maintain Goal Categories
- C. Maintain Goal Payout Bands
- **D. Maintain Goal Periods**

Answer: D

Explanation:

- * Organizational goals are tied to goal periods, which define the timeframe (e.g., annual, multi-year, or in this case, a five-year cycle).
- * When the current five-year period ends, you must create a new goal period in order to define the next cycle of organizational goals.
- * The other tasks do not apply here:
- * Maintain Goal Categories# defines groupings such as Innovation, Financial, Productivity, but does not manage timeframes.
- * Maintain Goal Payout Bands# used for goal-linked compensation or incentive payouts.
- * Maintain Goal Completion Statuses# manages status labels such as "Not Started, In Progress, Complete," not periods.

Therefore, to establish the next five-year organizational goal cycle, you use the Maintain Goal Period task.

References:

Workday Talent & Performance configuration documentation: "Maintain Goal Periods allows organizations to define new cycles (e.g., annual or multi-year) for organizational and individual goals." Workday Pro Talent & Performance certification material: "Organizational goal cycles are created and managed via Maintain Goal Periods."

NEW QUESTION # 25

An organization wants to assign the same employee on two succession plans.

What task should they use to complete this?

- **A. Manage Succession Plan**
- B. Copy Succession Plan Candidates
- C. Move Succession Plan
- D. Create Succession Pool

Answer: A

Explanation:

- * The Manage Succession Plan task allows administrators or managers to assign employees to one or more succession plans, including assigning the same employee to multiple plans.
- * Incorrect options:
- * A. Create Succession Pool # creates a new pool, unrelated to assigning to multiple plans.
- * B. Move Succession Plan # used for plan reorganization, not assigning individuals.
- * C. Copy Succession Plan Candidates # duplicates candidate lists from one plan to another, but is not the standard method for assignment.

References:

Workday Succession Planning configuration documentation.

Workday Pro Talent & Performance study guide: "Use Manage Succession Plan to add workers to one or multiple plans."

NEW QUESTION # 26

During testing, you launched a Performance Review event with calibrations and all events are still in progress. You notice that the goals are not populating as planned.

What is the first task you should run before you correct your configuration?

- A. The Mass Rescind Business Process task for Start Performance Review and Launch Calibration, without the subprocesses
- **B. The Mass Rescind Business Process task for Start Performance Review only, including the subprocesses**
- C. The Mass Cancel Business Process task for Start Performance Review and Launch Calibration, including the

subprocesses

- D. The Mass Cancel Business Process task for Start Performance Review only, without the subprocesses

Answer: B

Explanation:

This scenario deals with testing a Performance Review event that includes calibrations. Since the goals are not populating as expected, you need to reset the process correctly before fixing the configuration.

Here's why the correct choice is Mass Rescind - Start Performance Review (including subprocesses):

* Rescind vs Cancel

* Rescind: Completely removes the business process instance and all of its subprocesses from the system as if it never occurred. This is the proper action during testing, because it clears the data and lets you start fresh with corrected configuration.

* Cancel: Stops the process, but leaves historical records behind. This is not ideal for configuration testing, because it doesn't fully reset the process state.

* Why Start Performance Review only (not Calibration)

* Calibration events are tied to performance reviews. If you rescind the performance review, the associated calibration processes are also cleared.

* If you attempt to rescind or cancel both Performance Review and Calibration separately, it can cause unnecessary complications.

* Why including subprocesses

* Performance Review has multiple subprocesses (e.g., goal population, manager review, employee self-evaluation, calibration triggers).

* To fully clear the faulty test run, you must include all subprocesses; otherwise, remnants of the process remain in-progress and may block future testing.

* Incorrect Options Explained

* A. Mass Rescind (Performance Review + Calibration, no subprocesses) # Wrong, because calibration rescinds automatically when you rescind the review, and leaving out subprocesses creates incomplete cleanup.

* C. Mass Cancel (Performance Review + Calibration, with subprocesses) # Wrong, because Cancel does not fully reset configuration testing.

* D. Mass Cancel (Performance Review only, no subprocesses) # Wrong, same reason: Cancel is insufficient, and leaving subprocesses active breaks cleanup.

References

* Workday Pro Talent & Performance Study Guide - Calibration & Performance Reviews: "When testing configuration errors, rescind the performance review with all subprocesses. Do not cancel, as this preserves process history and does not allow a clean retest."

* ERP Cloud Training - Workday Performance Review & Calibration: "Rescind clears all subprocesses linked to the review, including calibration. Cancel only halts the process without fully removing it."

* Workday Community Documentation - Mass Business Process Actions: Confirms that Rescind fully clears test data, while Cancel leaves records intact.

NEW QUESTION # 27

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. Manage Organization Goals
- B. Create Goal for Worker
- C. Maintain Goals Setup
- **D. Add Goal To Employees**

Answer: D

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 to one worker at 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 define organization-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 for configuring 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 for mass 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 assigning two self-development goals to all members in 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 via Add Goal To Employee task, not Manage Organization Goals (which is only for defining org-level goals).

NEW QUESTION # 28

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