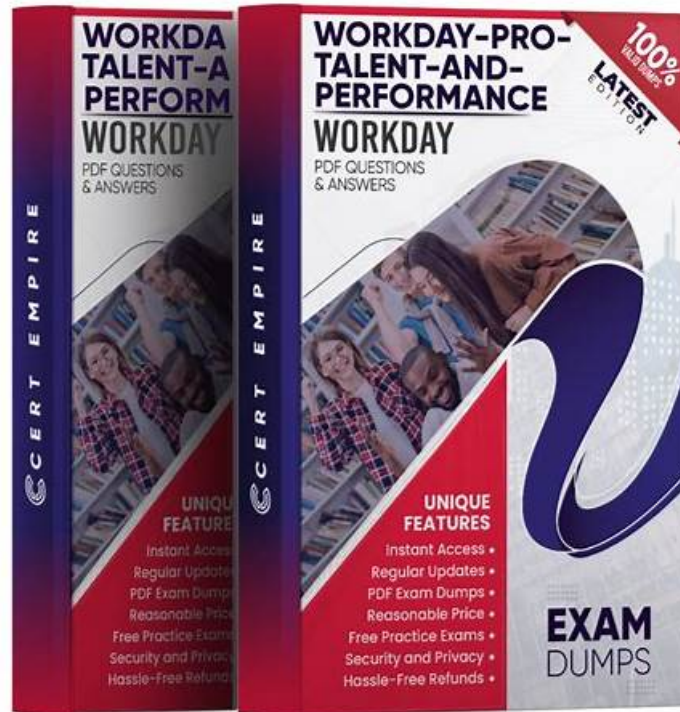


# Workday-Pro-Talent-and-Performance Exam Torrent & Workday-Pro-Talent-and-Performance Study Materials & Workday-Pro-Talent-and-Performance Actual Exam



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

Topic	Details
Topic 1	<ul style="list-style-type: none"> <li>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.</li> </ul>
Topic 2	<ul style="list-style-type: none"> <li>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.</li> </ul>
Topic 3	<ul style="list-style-type: none"> <li>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.</li> </ul>

Topic 4	<ul style="list-style-type: none"> <li>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.</li> </ul>
Topic 5	<ul style="list-style-type: none"> <li>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.</li> </ul>

>> Workday-Pro-Talent-and-Performance Regular Update <<

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### Workday Pro Talent and Performance Exam Sample Questions (Q34-Q39):

#### NEW QUESTION # 34

What task do you configure to use suggested skills?

- A. Maintain Skills and Experience Setup
- B. Configure Optional Fields
- C. Edit Tenant Setup - System
- D. Edit Tenant Setup - HCM

**Answer: A**

Explanation:

- \* Suggested skills functionality is enabled and configured using the Maintain Skills and Experience Setup task.
- \* This controls whether Workday will suggest skills to workers based on their profiles and activity.
- \* Incorrect options:
- \* Edit Tenant Setup - System and Edit Tenant Setup - HCM# global settings, not skill suggestions.
- \* Configure Optional Fields# defines visibility of fields but not skill suggestion functionality.

References:

Workday Talent & Performance documentation: "Suggested skills are configured in Maintain Skills and Experience Setup." Pro Talent certification material confirms this task.

#### NEW QUESTION # 35

Refer to the following scenario to answer the question below.

The screenshot shows the 'Maintain Goal Setup' interface. The main heading is 'Configure Individual Goals'. Below this, there is a table with 1 item. The table has the following columns: Process, \*Field, \*Criteria, Enforce Required in Web Services, Hidden For, and Required For. The row contains 'Manage Goals' in the Process column, a plus sign in the \*Field column, and empty cells for the other columns. At the bottom left, there is a link for 'More Information'.

## Configure Organization Goals

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

**Answer: B**

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 # 36

Your annual performance review includes goals, feedback, and responsibilities. Your business process includes these steps:

- \* Set Review Content
- \* Get Additional Reviewers
- \* Assess Potential
- \* Complete Manager Evaluation

What step will the workflow not use?

- A. Complete Manager Evaluation
- B. Set Review Content
- C. Get Additional Reviewers

- **D. Assess Potential**

**Answer: D**

Explanation:

- \* In Workday's annual performance review process, typical default steps are:
- \* Set Review Content# defines template contents (goals, feedback, responsibilities).
- \* Get Additional Reviewers# allows adding reviewers.
- \* Complete Manager Evaluation# manager provides evaluation.
- \* Assess Potential is not part of the performance review process; it belongs to Talent Review / Succession Planning processes.
- \* Therefore, the workflow will not use Assess Potential in a performance review.

References:

Workday Performance Review vs. Talent Review process distinction in Pro materials.

Workday configuration: "Assess Potential" is a Talent module step, not part of standard performance review flows.

### NEW QUESTION # 37

An employee had a manager from January through August. The employee then had a new manager from September through December.

In the Start Performance Review business process, for the Complete Manager Evaluation step, what security group would you use to route the step to the employee's manager that they had in January?

- A. Primary Manager
- B. Manager
- **C. Manager for Majority of Event**
- D. Matrix Manager

**Answer: C**

Explanation:

- \* In a performance review event spanning multiple months, Workday determines which manager should receive the evaluation step.
- \* The option Manager for Majority of Event ensures that the manager who supervised the employee for the longest portion of the review period (in this case, January-August) is the one who receives the task.
- \* Incorrect options:
- \* A. Manager # routes to current manager by default, not historical.
- \* C. Matrix Manager # used for matrix org relationships, not standard review.
- \* D. Primary Manager # is the current primary manager at the time of launch.

References:

Workday Business Process configuration rules for manager evaluation steps.

Workday Pro study content: "Use Manager for Majority of Event when you need the prior manager to complete the evaluation."

### NEW QUESTION # 38

What option is available for managing your succession plans?

- A. Add employees to the succession plan from a talent pool.
- B. Add job profiles to succession plans 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 succession plan via the Find Workers report.**

**Answer: D**

Explanation:

- \* In Workday, when managing Succession Plans, you can directly add employees by searching for them in the Find 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 # 39

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