

Test Workday Workday-Pro-Talent-and-Performance Answers & Workday-Pro-Talent-and-Performance Valid Dumps Ebook



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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">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"> • 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"> • 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"> • 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.

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Workday Pro Talent and Performance Exam Sample Questions (Q39-Q44):

NEW QUESTION # 39

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 # 40

Refer to the following scenario to answer the question below.

Configure Individual Goals

1 Item

Process	*Field	Criteria	Enforce Required in Web Services	Hidden For	Required For
Manage Goals	+				

> **More Information**

Configure Organization Goals

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

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

Answer: B

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 Periods 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 # 41

Your organization has detailed new goals that are tied to your divisions. The manager of each division needs to create a goal, then distribute that goal to their direct reports.

What task do managers use to accomplish this?

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

Answer: B

Explanation:

- * Add Goal To Employees is used for bulk assigning existing goals to workers, not for creating new organizational goals.
- * Maintain Goal Completion Statuses is used to track and update progress, not goal creation.
- * Create Goal for Worker applies only to individual workers.
- * Manage Organization Goals is the correct task for a manager to create a goal at the division or supervisory organization level and cascade it to their direct reports.

References:

Workday Talent & Performance: Goal Management.

Workday Pro study guide: "Managers use Manage Organization Goals to create and cascade organizational goals to their teams."

NEW QUESTION # 42

A manager wants to cascade a goal to several workers.

What option is available in the Add Goal to Employees task?

- A. Succession Pool
- B. Job Family
- **C. Organizations**
- D. Job Profile

Answer: C

Explanation:

- * In the Add Goal to Employees task, managers can cascade or assign goals to groups of workers.
- * The available grouping option is by Organizations (e.g., supervisory organizations, cost centers, custom organizations).
- * Succession Pools, Job Profiles, and Job Families are not selection criteria in this task. Those are used in talent or competency management contexts but not in mass goal assignment.

References:

Workday Talent & Performance documentation, Goal Management section.

Workday Pro Talent & Performance training guide: "Add Goal to Employees allows assignment to selected workers or by organizations, not by succession pools, job profiles, or job families."

NEW QUESTION # 43

What field does Workday require when you create a competency?

- A. Competency Description
- B. Proficiency Rating Scale
- C. Category
- **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 # 44

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