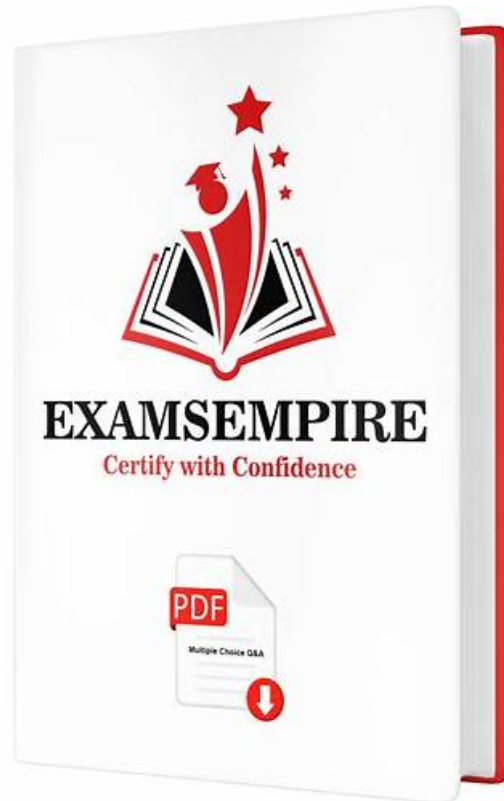


# High Workday-Pro-Talent-and-Performance Passing Score - Workday-Pro-Talent-and-Performance Certificate Exam



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

Topic	Details
Topic 1	<ul style="list-style-type: none"><li>• 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>
Topic 2	<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 3	<ul style="list-style-type: none"> <li>• <b>Business Process Management (BPM):</b> 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 4	<ul style="list-style-type: none"> <li>• <b>Talent Management (TM):</b> 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 5	<ul style="list-style-type: none"> <li>• <b>Operational Reporting:</b> 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>

>> **High Workday-Pro-Talent-and-Performance Passing Score** <<

## **Workday-Pro-Talent-and-Performance Certificate Exam & Workday-Pro-Talent-and-Performance Valid Exam Syllabus**

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### **Workday Pro Talent and Performance Exam Sample Questions (Q12-Q17):**

#### **NEW QUESTION # 12**

Refer to the following scenario to answer the question below.

Your organization is initiating employee reviews. There are several objectives for these reviews, including:

- \* Setting goals and reviewing them quarterly.
- \* Checking in with the new hire at 90 days.
- \* Annually reviewing performance.
- \* Performing multi-rater reviews.

The New Hire 90 Day Check-In template has several sections, including Questions and Overall. As an administrator, you want to schedule this process to route to all new hires each month.

What Employee Review Template configuration restricts the template to only new hires after 90 days?

- A. Layout Override
- **B. Applies to**
- C. Review Type
- D. Period Start Date/Period End Date

**Answer: B**

Explanation:

- \* The Applies To field on the Employee Review Template determines which population is eligible for the review.
- \* To restrict the 90-Day Check-In template so that it only applies to new hires after 90 days, you configure the Applies To criteria accordingly (e.g., based on hire date relative to review launch date).
- \* Incorrect options:
- \* Review Type# categorizes reviews (annual, quarterly, etc.), but does not restrict worker population.
- \* Period Start/End Dates# define review timeframe, not eligibility rules.
- \* Layout Override# controls template layout, not applicability.

References:

Workday Employee Review Template configuration guide.

Workday Pro Talent & Performance exam prep: "Use Applies To to restrict review templates to new hires after 90 days."

### NEW QUESTION # 13

What functionality prevents managers from having visibility to peer-to-peer feedback?

- A. Confidential Feedback
- B. Feedback Badges
- C. Anonymity
- **D. Private Feedback**

**Answer: D**

Explanation:

\* Private Feedback ensures that only the feedback recipient can see the comments.

\* This means managers have no visibility to peer-to-peer private feedback.

\* Other options:

\* Confidential Feedback # visible to both the worker and their manager.

\* Feedback Badges # recognition icons, not a visibility control.

\* Anonymity # hides the feedback giver's name but does not control manager visibility.

References:

Workday Talent & Performance documentation: Private vs. Confidential feedback visibility.

### NEW QUESTION # 14

Refer to the following scenario to answer the question below.

Your organization is initiating employee reviews. There are several objectives for these reviews, including:

\* Setting goals and reviewing them quarterly.

\* Checking in with the new hire at 90 days.

\* Annually reviewing performance.

\* Performing multi-rater reviews.

For the annual review, you need a new review template. This template must contain sections for both professional and personal goals.

What task do you need to configure before you can create the new template?

- A. Maintain Goal Setup
- B. Maintain Goal Periods
- C. Maintain Employee Review Setup
- **D. Maintain Employee Review Section Types**

**Answer: D**

Explanation:

\* Before creating a review template, you must define the section types available in reviews.

\* Since the template requires two different goal sections (professional and personal), you must configure them as Employee Review Section Types.

\* Incorrect options:

\* A. Maintain Goal Periods # defines timeframes, not template sections.

\* C. Maintain Goal Setup # configures goal rules, not review template sections.

\* D. Maintain Employee Review Setup # overall setup but does not define section types.

References:

Workday Employee Review Template admin documentation.

Workday Pro exam study guide: "Use Maintain Employee Review Section Types to enable multiple goal sections in review templates."

### NEW QUESTION # 15

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. Maintain Goals Setup
- B. Manage Organization Goals
- C. Create Goal for Worker
- **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 # 16

Refer to the following scenario to answer the question below.

Your Performance Review business process includes the following steps:

- (a) Set Review Content
- (b) Get Additional Reviewers
- (c) Complete Self Evaluation
- (d) Complete Manager Evaluation

For the Get Additional Reviewers step, a worker submits reviewer names, then their manager needs to approve the proposed additional reviewers.

Where would you configure this approval step?

- A. On the Performance Review business process, immediately after the Complete Manager Evaluation step
- B. On the Get Additional Reviewers subprocess, immediately after the Complete Additional Evaluation for Performance Review step
- **C. On the Get Additional Reviewers subprocess, immediately after the initiation step**
- D. On the Performance Review business process, immediately after the Get Additional Reviewers step

**Answer: C**

Explanation:

- \* The Get Additional Reviewers subprocess is responsible for collecting reviewer nominations.
- \* If you want the manager to approve reviewer names after a worker submits them, you configure an Approval step inside this subprocess.

- \* It should be placed immediately after the initiation step to ensure manager approval occurs before reviewers are finalized.
- \* Incorrect options:
- \* A. Adding approval in the main Performance Review BP won't tie it directly to the reviewer nominations.
- \* B. Placing approval after "Complete Additional Evaluation" is too late-reviewers would already be acting.
- \* C. Approval after manager evaluation is unrelated to reviewer setup.

References:

Workday Performance Review subprocess design documentation.

Workday Pro Talent & Performance exam prep: "Manager approval of reviewer nominations must be configured in the Get Additional Reviewers subprocess."

## NEW QUESTION # 17

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