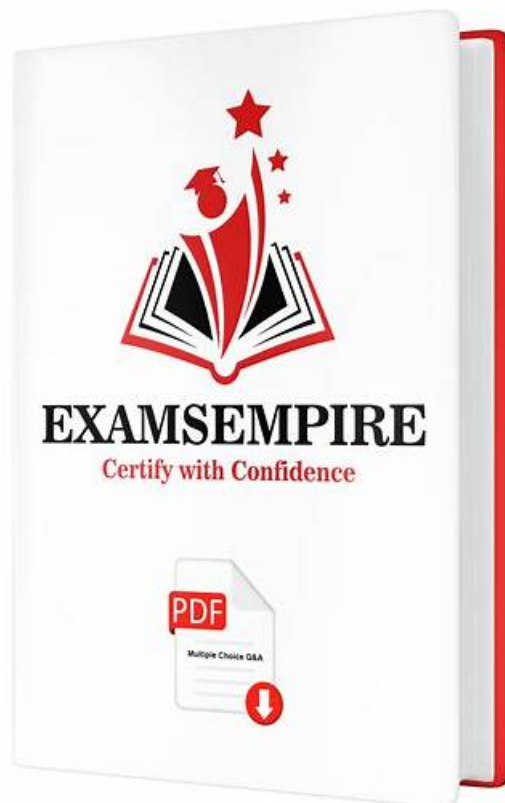


# Workday-Pro-Talent-and-Performance Valid Test Pdf, Workday-Pro-Talent-and-Performance Latest Test Dumps



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

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

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### Workday Pro Talent and Performance Exam Sample Questions (Q44-Q49):

#### NEW QUESTION # 44

An enterprise wants to create their own list of skills and use them as search facets in reports. What type of skills can they create to accomplish this?

- A. Maintained skills
- B. Skills Cloud skills
- C. Synonymous skills
- D. Crowdsourced skills

**Answer: A**

Explanation:

Comprehensive Detailed Explanation

\* Enterprises can create Maintained Skills-custom-defined skills that are stored and searchable in their tenant.

\* These can also be configured as search facets in reports, supporting custom analysis.

\* Incorrect options:

\* Skills Cloud skills# Workday-delivered universal ontology, not customer-specific.

\* Crowdsourced skills# skills suggested by workers, not controlled enterprise lists.

\* Synonymous skills# system-recognized synonyms, not customer-defined lists.

References:

Workday Skills Configuration documentation: Maintained skills can be created for tenant-level use in searches and reports.

#### NEW QUESTION # 45

What option is available for managing your succession plans?

- A. Add employees to the succession plan from a talent pool.
- B. Allow external candidates and employees to be assigned on succession plans based on related skills.
- **C. Add employees to succession plan via the Find Workers report.**
- D. Add job profiles to succession plans via the Find Workers report.

**Answer: C**

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 # 46**

A manager wants to cascade a goal to several workers.

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

- A. Job Family
- B. Succession Pool
- **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 # 47**

Your organization launches talent reviews for the entire organization on an annual basis. You created a new Talent Lead security group to initiate the talent review event.

What do you need to modify to enable this configuration?

- A. The Launch Talent Reviews business process security policy
- B. The Talent Review business process security policy
- **C. Both the Launch Talent Reviews business process security policy and the Talent Review domain security policy**
- D. Both the Talent Review business process security policy and the Talent Review domain security policy

**Answer: C**

Explanation:

This scenario involves enabling a new security group (Talent Lead) to initiate Talent Review events in Workday. To achieve this, you need to configure both the business process security and domain security that govern Talent Reviews.

\* Launch Talent Reviews business process security policy

\* This policy controls who has permission to initiate the Talent Review event.

\* Without updating this, the new Talent Lead group cannot start the review process.

\* Talent Review domain security policy

\* This policy governs access to Talent Review objects, such as templates, review events, grids, and attributes.

\* Without updating domain security, even if the group can launch the process, they will not be able to view or interact with the talent

review itself.

\* Incorrect alternatives

\* Option B (Launch Talent Reviews only): This would allow the group to initiate the process, but they would lack access to view or work with the reviews.

\* Option C (Talent Review business process security policy): There is no generic "Talent Review business process"; the correct one is "Launch Talent Reviews."

\* Option D (Talent Review business process + domain security): Misstated. The business process in question is "Launch Talent Reviews," not a general Talent Review business process.

Therefore, the correct answer is to update both the Launch Talent Reviews business process security policy and the Talent Review domain security policy so that the Talent Lead group has both initiation rights and access permissions.

References

\* Workday Pro Talent & Performance Certification Guide - Security in Talent Reviews: Explains that both business process security and domain security must be configured for security groups responsible for launching talent reviews.

\* ERP Cloud Training - Talent Review Security: Notes that business process security grants initiation rights, while domain security controls access to objects and review content.

\* Workday Community Documentation - Talent Review Setup: Confirms that both the Launch Talent Reviews business process policy and the Talent Review domain security policy must be modified when a new security group is added to initiate reviews.

### NEW QUESTION # 48

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. Maintain Goals Setup
- C. Add Goal To Employees
- D. Create Goal for Worker

**Answer: C**

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 Employees task, not Manage Organization Goals (which is only for defining org-level goals).

