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Workday Pro Talent and Performance Exam Sample Questions (Q32-Q37):

NEW QUESTION # 32
For additional managers to participate in an employee's performance review, the employee's direct manager receives the Additional Manager task in their Inbox. They enter the employee's matrix manager, former manager, and a manager who works closely with the

employee.
When they submit the task, an error displays. Why did the error occur?

- A. You can only select up to two additional managers.
- B. You can only select additional managers who are members of the Manager security group.
- C. Additional managers can only receive a review that includes a Competencies section.
- D. Additional managers cannot receive a review that includes a Feedback section.

Answer: C

Explanation:
* ForAdditional Managersto evaluate, the template must include aCompetencies section.
* If a review lacks competencies, additional managers cannot complete evaluations, and the system throws an error.
* Incorrect options:
* A. Feedback section # does not block additional managers.
* B. Manager security group # any nominated reviewer with correct access can be added; not restricted only to security group membership.
* D. Up to two additional managers # there is no hard limit of two; multiple can be assigned.
References:
Workday template setup documentation: Additional Manager Evaluation requires competencies.
Workday Pro certification prep:"Additional managers must evaluate competencies; otherwise, an error displays."

NEW QUESTION # 33
What option is available for managing your succession plans?

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

Answer: B

Explanation:
* In Workday, when managingSuccession Plans, you can directly add employees by searching for them in theFind 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 # 34
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 Cancel Business Process task for Start Performance Review only, without the subprocesses
- B. The Mass Rescind Business Process task for Start Performance Review and Launch Calibration, without the subprocesses
- C. The Mass Cancel Business Process task for Start Performance Review and Launch Calibration, including the subprocesses
- D. The Mass Rescind Business Process task for Start Performance Review only, including the subprocesses

Answer: D

Explanation:
This scenario deals withtesting a Performance Review event that includes calibrations. Since the goals are not populating as expected, you need toreset the process correctly before fixing the configuration.
Here's why the correct choice isMass Rescind - Start Performance Review (including subprocesses):

* Rescind vs Cancel
* Rescind: Completelyremoves the business process instanceand all of its subprocesses from the system as if it never occurred. This is the proper action duringtesting, 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 theperformance 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 multiplesubprocesses(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 Canceldoes not fully reset configuration testing.
* D. Mass Cancel (Performance Review only, no subprocesses)# Wrong, same reason:Cancelis 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 thatRescind fully clears test data, while Cancel leaves records intact.

NEW QUESTION # 35
Before the performance review event began, workers set their goals. You want to automatically include their goals in the performance review content.
What configuration option do you select on the employee review template?

- A. Items Rated
- B. Show Additional Rating to Employee
- C. Load Relevant Goals
- D. Allow User to Add Existing Goals Manually

Answer: C

Explanation:
* To automatically include goals that workers set before the review began, enableLoad Relevant Goalson the employee review template.
* This ensures the goals tied to the review period are pulled into the content automatically.
* Incorrect options:
* Allow User to Add Existing Goals Manually# lets employees add goals one by one, not automatic.
* Show Additional Rating to Employee# provides extra rating display, unrelated to loading goals.
* Items Rated# defines what is rated in the review but doesn't auto-load goals.
References:
Workday employee review template configuration.
Workday Pro Talent & Performance exam content:"Load Relevant Goals automatically includes active goals tied to the review period."

NEW QUESTION # 36
When a position has a succession plan, what talent attribute identifies the timeframe that you expect a specific worker to move into that position?

- A. Potential
- B. Retention
- C. Readiness
- D. Achievable Level

Answer: C

Explanation:
* In succession planning, theReadinesstalent attribute represents thetimeframein which a worker is expected to be ready to move into a position (e.g., "Ready Now," "1-2 Years," "3-5 Years").
* Incorrect options:
* A. Achievable Level # indicates the highest role/level a worker may reach, not timeframe.
* B. Retention # risk of employee leaving, not succession readiness.
* D. Potential # overall growth capacity, not time-based readiness.
References:
Workday Succession Planning documentation:"Readiness specifies the timeframe for potential successors."

NEW QUESTION # 37
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