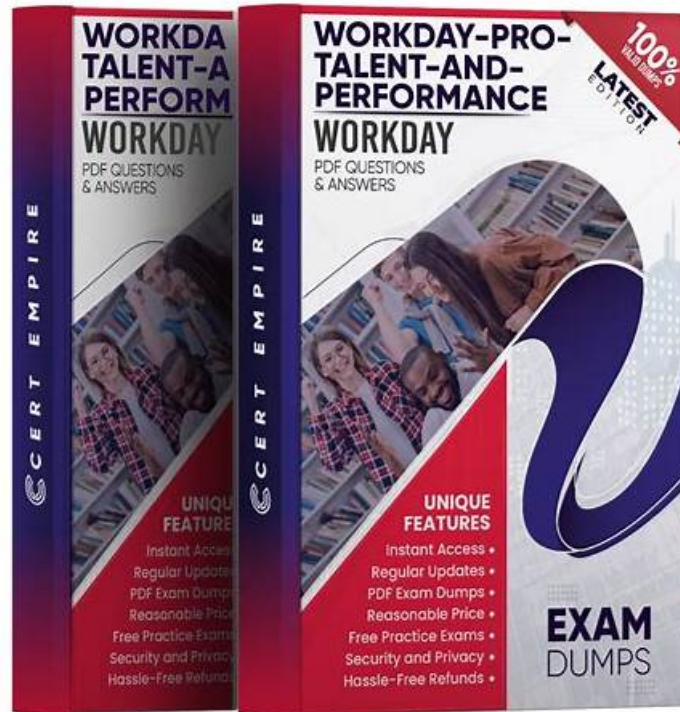


# Authentic Workday-Pro-Talent-and-Performance Exam Hub - Workday-Pro-Talent-and-Performance Questions Pdf



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

Topic	Details
Topic 1	<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 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>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>• <b>Performance Enablement:</b> 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 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>

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### Workday Pro Talent and Performance Exam Sample Questions (Q14-Q19):

#### NEW QUESTION # 14

A manager starts the Assess My Team's Potential task.

What option allows them to suggest workers for a job profile and if enabled tracking potential successors for a succession plan?

- A. Retention
- B. Achievable Level
- **C. Nominations**
- D. Review Rating

**Answer: C**

Explanation:

\* In the Assess My Team's Potential task, managers can make Nominations:

\* Suggest workers for specific job profiles.

\* Track potential successors for succession plans (if enabled).

\* Incorrect options:

\* A. Achievable Level # indicates ceiling level, not succession tracking.

\* B. Retention # measures likelihood of leaving, unrelated to succession nominations.

\* C. Review Rating # performance measure, not tied to suggesting successors.

References:

Workday Talent & Succession Guide: "Nominations in Assess My Team's Potential allow managers to suggest successors and link to succession plans."

#### NEW QUESTION # 15

A manager wants to cascade a goal to several workers.

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

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

**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 # 16

Your performance review template has three sections, in addition to an Overall section. The template uses item averaging to calculate an overall rating.

Managers will enter ratings for multiple items in each of the first three sections.

What is the expected behavior when Workday calculates the overall rating?

- A. The calculation includes assigned weightings for each section.
- B. The calculation includes assigned weightings for each item.
- **C. The calculation includes an equal weight to each item rated.**
- D. The calculation includes assigned weightings for each item and each section.

**Answer: C**

Explanation:

\* When a performance review template uses Item Averaging:

\* Workday calculates the average rating across all rated items within the sections.

\* Each item carries equal weight, regardless of section or item weighting.

\* If weighting was required, you would instead use Weighted Average, which allows assigning weights to items and/or sections.

\* Therefore, item averaging = equal weight for each item.

References:

Workday Performance Review configuration: Item Averaging vs. Weighted Averaging.

Workday Pro Talent & Performance exam guide: "Item averaging gives equal weight to all items across sections."

### NEW QUESTION # 17

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 job profiles to succession plans via the Find Workers report.
- **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 # 18

You want to create an organization goal for the workers in a supervisory organization.

When creating the organization goal, what most recent period defaults into the Goal Period field?

- A. The goal period assigned to its immediate superior supervisory organization.

- B. The most recent goal period assigned to a goal in the specific supervisory organization.
- C. The goal period on any worker record in the supervisory organization.
- D. The first goal period created in the tenant.

**Answer: B**

Explanation:

Comprehensive Detailed Explanation

\* When creating an organization goal, Workday defaults the Goal Period field to the most recent goal period used in the specific supervisory organization.

\* It does not inherit from superior organizations, worker records, or the first goal period created in the tenant.

\* This ensures consistency within the supervisory organization's existing goal cycles.

References:

Workday documentation on Goal Period defaulting behavior.

Workday Pro Talent & Performance guide: "For new organizational goals, the Goal Period defaults to the most recent goal period assigned within that supervisory organization."

## NEW QUESTION # 19

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