

Workday-Pro-Talent-and-Performance Reliable Test Review & Valid Test Workday-Pro-Talent-and-Performance Vce Free

Talent & Performance 

#	Feature Name	Feature Description	Impact
1	Calibration Launched Details: View Calibration Program Report enhanced	Display more detailed information about calibration events within the calibration program. Drill down on the Calibration Launched (count) number to view the: <ul style="list-style-type: none"> • Completion and Launch Date • Overall Calibration Process • Status 	Reduced Administration effort
2	Calibration Event Naming	Update the calibration event naming convention from Calibrate Team: [Name of Calibration Program] to Calibrate: [Organization] to provide greater context when viewing multiple calibration events.	Reporting
3	Disable Support Organization Goals on Reports	You are now able to clear the Supports attribute check box on the Maintain Goal Setup task when you previously selected it or included supported goals for the organization in your tenant. When you clear the check box, Workday no longer displays supported organization goals on these reports: <ul style="list-style-type: none"> • Navigate Goal • View Goal Alignment • View My Goal Alignment 	Enhanced reporting
4	Give Feedback to Multiple Recipients	Enable users to offer feedback to multiple recipients at once, improving flexibility and efficiency. Reporting and purging options available for this feature too.	Feedback efficiency



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

Topic	Details
Topic 1	<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.
Topic 2	<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 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"> 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 5	<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.

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Workday Pro Talent and Performance Exam Sample Questions (Q47-Q52):

NEW QUESTION # 47

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 # 48

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. Review Rating
- C. Achievable Level
- **D. Nominations**

Answer: D

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 # 49

You want to launch performance reviews with calibration. However, during calibration you do not want managers to receive

performance review-related Inbox tasks.

What step should you add to the configuration to allow this?

- A. The Update Performance Review Ratings for Manager Evaluation step in the Complete Manager Evaluation business process
- **B. The Await Calibration Completion service step in the Complete Manager Evaluation business process**
- C. A To Do step in the Launch Calibration business process
- D. The Shared Participation step in the Launch Calibration business process

Answer: B

Explanation:

* To prevent managers from receiving Inbox tasks during calibration, you configure the Await Calibration Completion service step in the Complete Manager Evaluation BP.

* This holds manager evaluation tasks until calibration is finalized.

* Incorrect options:

* To Do step in Launch Calibration# only provides reminders, does not prevent tasks.

* Update Performance Review Ratings step# allows updates after calibration but doesn't prevent tasks.

* Shared Participation step# controls collaboration in calibration, not blocking Inbox tasks.

References:

Workday calibration process documentation.

Workday Pro certification: "Use Await Calibration Completion to pause manager evaluations until calibration ends."

NEW QUESTION # 50

You want to launch a talent review for a group of workers who do not belong to the same organization.

What option allows for this?

- **A. Talent Pool**
- B. Job Family
- C. Custom Organization
- D. Supervisory Organization

Answer: A

Explanation:

* To launch a Talent Review for a group of workers who do not share the same supervisory organization, you can use a Talent Pool.

* Talent pools allow grouping across organizations, job families, or geographies.

* Incorrect options:

* Job Family# groups roles, not flexible enough for reviews across diverse workers.

* Supervisory Organization# too restrictive; only covers workers within that org.

* Custom Organization# useful for grouping but not directly designed for Talent Review events.

References:

Workday Talent Review configuration: Talent Pools as input populations.

Workday Pro Talent & Performance prep: "Use Talent Pools when reviewing cross-org worker groups."

NEW QUESTION # 51

Your annual performance review includes goals, feedback, and responsibilities. Your business process includes these steps:

* Set Review Content

* Get Additional Reviewers

* Assess Potential

* Complete Manager Evaluation

What step will the workflow not use?

- A. Set Review Content
- B. Get Additional Reviewers
- **C. Assess Potential**
- D. Complete Manager Evaluation

Answer: C

Explanation:

- * In Workday's annual performance review process, typical default steps are:
- * Set Review Content# defines template contents (goals, feedback, responsibilities).
- * Get Additional Reviewers# allows adding reviewers.
- * Complete Manager Evaluation# manager provides evaluation.
- * Assess Potential is not part of the performance review process; it belongs to Talent Review / Succession Planning processes.
- * Therefore, the workflow will not use Assess Potential in a performance review.

References:

Workday Performance Review vs. Talent Review process distinction in Pro materials.

Workday configuration: "Assess Potential" is a Talent module step, not part of standard performance review flows.

NEW QUESTION # 52

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