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Workday Pro Talent and Performance Exam Sample Questions (Q50-Q55):

NEW QUESTION # 50

What task do you configure to use suggested skills?

- A. Configure Optional Fields
- B. Edit Tenant Setup - System
- C. Edit Tenant Setup - HCM
- **D. Maintain Skills and Experience Setup**

Answer: D

Explanation:

- * Suggested skills functionality is enabled and configured using the Maintain Skills and Experience Setup task.
- * This controls whether Workday will suggest skills to workers based on their profiles and activity.
- * Incorrect options:
 - * Edit Tenant Setup - System and Edit Tenant Setup - HCM# global settings, not skill suggestions.
 - * Configure Optional Fields# defines visibility of fields but not skill suggestion functionality.

References:

Workday Talent & Performance documentation: "Suggested skills are configured in Maintain Skills and Experience Setup." Pro Talent certification material confirms this task.

NEW QUESTION # 51

You want to create a talent pool that automatically updates its members based on criteria. You also want those in the Manager role to only have permissions to the members of their organization.

What type of talent pool do you create?

- **A. Restricted Dynamic Talent Pool**
- B. Restricted Static Talent Pool
- C. Open Static Talent Pool
- D. Open Dynamic Talent Pool

Answer: A

Explanation:

- * A Dynamic Talent Pool automatically updates membership based on the results of a saved search.
- * Making it Restricted ensures that access is limited—so only Managers have visibility/permissions to the members of their supervisory organization.
- * Incorrect options:
 - * Open Dynamic# open visibility, not restricted by role.
 - * Open Static# membership is manual, not automatic, and visibility is open.
 - * Restricted Static# membership is manual, not dynamic.

References:

Workday Talent Pool documentation: "Restricted Dynamic Talent Pools allow managers to see only their organizational members with dynamic updates."

NEW QUESTION # 52

You want to ensure consistency when reporting responses on specific feedback templates.

What functionality prevents workers from changing questions on a feedback template?

- A. Question Tags
- **B. Lock Template**
- C. Condition Rules
- D. Template Type

Answer: B

Explanation:

- * To ensure consistent reporting, feedback templates can be set as Locked.
- * A Locked Feedback Template prevents managers or workers from modifying the questions—no additions, edits, or deletions are allowed.
- * Other options are not correct:
 - * Condition Rules# used for dynamic behavior and field visibility, not for locking questions.
 - * Template Type# defines type (e.g., Feedback vs. Review), not question editability.
 - * Question Tags# used for categorization and reporting but do not prevent changes.

References:

Workday Talent & Performance configuration material: "Lock Template prevents edits to template questions." Workday Pro certification study content on feedback management.

NEW QUESTION # 53

You are using a performance review template and a goal is not populating into an employee's review. What could cause this issue?

- A. The goal was created using the Cascade Goals business process.
- B. The goal is in Not Started status.
- C. The goal has milestones that are not in Complete status.
- **D. The goal due date falls outside the period start and end dates of the template.**

Answer: D

Explanation:

- * For a goal to populate into a performance review, its due date must align with the review template's start and end period.
- * If the goal falls outside that timeframe, Workday will not pull it into the review.
- * Other options are not correct:
- * Cascade Goals# does not prevent goals from being included.
- * Milestones not Complete# milestone status does not block goal population.
- * Not Started status# goals can still populate even if not started.

References:

Workday Performance Review setup guide: "Goals populate into reviews if their due dates fall within the template's defined period."

Workday Pro Talent & Performance exam prep: Goal alignment with template period is required.

NEW QUESTION # 54

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, enable Load Relevant Goals on 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 # 55

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