

Benefits of Preparing with the Workday-Pro-Talent-and-Performance



Benefits of Workday Recruiting



DOWNLOAD the newest Exam4Tests Workday-Pro-Talent-and-Performance PDF dumps from Cloud Storage for free:
https://drive.google.com/open?id=1_DnetAiID9Klc5WPhMzTjPvBbI0raVm

We aim to leave no misgivings to our customers on our Workday-Pro-Talent-and-Performance practice braindumps so that they are able to devote themselves fully to their studies on Workday-Pro-Talent-and-Performance guide materials and they will find no distraction from us. I suggest that you strike while the iron is hot since time waits for no one. with the high pass rate as 98% to 100%, you will be sure to pass your Workday-Pro-Talent-and-Performance Exam and achieve your certification easily.

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

Topic	Details
Topic 1	<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 2	<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.

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"> 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.

>> Workday-Pro-Talent-and-Performance Reliable Exam Simulator <<

Valid Workday-Pro-Talent-and-Performance exam materials offer you accurate preparation dumps - Exam4Tests

Each question presents the key information to the learners and each answer provides the detailed explanation and verification by the senior experts. The success of our Workday-Pro-Talent-and-Performance study materials cannot be separated from their painstaking efforts. Our system will do an all-around statistics of the sales volume of our Workday-Pro-Talent-and-Performance Study Materials at home and abroad and our clients' positive feedback rate of our Workday-Pro-Talent-and-Performance study materials. Our system will deal with the clients' online consultation and refund issues promptly and efficiently. So our system is great.

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

NEW QUESTION # 14

While configuring the Performance Review business process, you added a Complete Additional Manager Evaluation step. However, when testing, the manager is not receiving the Inbox task to select other managers.

What do you configure on the employee review template to route this step to the manager's Inbox?

- A. Add a competencies section to the template.
- B. Require Additional Managers to enter a comment in the Overall section.
- C. Add a rule in the Applies To field to limit performance reviews to workers with additional jobs.
- D. Enable the Additional Manager Evaluation for All Sections on the Other Reviewer Options section.**

Answer: D

Explanation:

* When you add a Complete Additional Manager Evaluation step in the Performance Review BP, the system only generates the Inbox task if the employee review template is configured to allow it.

* This is controlled in the Other Reviewer Options section of the template.

* You must enable "Additional Manager Evaluation for All Sections" for the task to route correctly.

* Incorrect options:

- * A. Adding a competencies section is unrelated to routing.
- * B. Requiring comments in the Overall section doesn't trigger the step.
- * D. Applies To field rules limit applicability but won't control routing to the direct manager.

References:

Workday Employee Review Template configuration guide.

Workday Pro exam material: "Enable Additional Manager Evaluation for All Sections in the template to activate the BP step."

NEW QUESTION # 15

Refer to the following scenario to answer the question below.

An enterprise creates organizational goals that include the following criteria:

- * The organizational goals span five years.
- * Workers can align their individual goals with the organizational goals.
- * Workers must provide a description for each individual goal.
- * Each individual goal must fall within one of three groupings.

When workers create their goals, they need to include a goal description.
Where do you make the goal description a required field?

- A. Maintain Goal Units task
- B. Configure Organization Goals section
- **C. Configure Individual Goals section**
- D. Maintain Goal Categories task

Answer: C

Explanation:

- * To make specific goal fields mandatory (such as requiring a goal description), you must configure this in the Configure Individual Goals section of the Maintain Goal Setup task.
- * In this section, administrators define which fields are:
 - * Required (must be completed by the worker),
 - * Optional, or
 - * Hidden (not shown to users).
- * The Maintain Goal Categories task only sets up categories such as Innovation, Financial, Productivity.
- * The Maintain Goal Units task configures measurement units (e.g., percentages, dollars).
- * The Configure Organization Goals section governs how enterprise-level organizational goals behave, but does not control whether an individual field like "Description" is required.

Therefore, to enforce that workers must always provide a goal description, you configure this requirement in the Configure Individual Goals section.

References:

Workday Talent & Performance Admin Guide: "Configure Individual Goals section allows fields such as description, due date, and measurement to be marked as required or optional." Workday Pro Talent & Performance study material confirms: "Goal description requirements are set in Configure Individual Goals, not in organization goal setup or categories."

NEW QUESTION # 16

What statement describes the Skills Cloud feature?

- A. Skills Cloud prevents enterprises from adding their own skills.
- B. Skills Cloud requires an Innovation Services subscription.
- **C. Skills Cloud is automatically available.**
- D. Skills Cloud only accesses customer-tenanted skills.

Answer: C

Explanation:

- * Workday Skills Cloud is a delivered feature included automatically with Workday tenants.
- * It uses machine learning to normalize skills across the system.
- * Incorrect options:
 - * A. Only accesses customer-tenanted skills# false, it includes Workday's universal skills ontology.
 - * B. Prevents enterprises from adding skills# false, enterprises can add custom skills.
 - * C. Requires Innovation Services subscription# false, Skills Cloud is included automatically, not a paid add-on.

References:

Workday Skills Cloud overview: "Skills Cloud is automatically enabled and does not require additional licensing."

NEW QUESTION # 17

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. A To Do step in the Launch Calibration business process
- B. The Shared Participation step in the Launch Calibration business process

- C. The Update Performance Review Ratings for Manager Evaluation step in the Complete Manager Evaluation business process
- D. The **Await Calibration Completion** service step in the **Complete Manager Evaluation** business process

Answer: D

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 # 18

What do you use a talent pool for?

- A. **To organize and segment groups of workers for development.**
- B. To organize workers by hierarchical structure.
- C. To assess the readiness of internal candidates and consider external candidates for job profiles.
- D. To create a short list of ranked candidates who are preparing to take over a position.

Answer: A

Explanation:

* Talent Pools are designed to group employees for development and succession planning purposes.

* They help organizations track readiness, identify high potentials, and prepare workers for future roles.

* Incorrect options:

* A. Organizing by hierarchy is done via Supervisory Organizations, not talent pools.

* B. A short list of ranked candidates is closer to Succession Planning, not talent pools.

* D. Assessing readiness for job profiles (including external candidates) is Succession Planning, not pools.

References:

Workday Talent Management Guide: "Talent pools are collections of workers for development and growth opportunities." Workday Pro Talent & Performance certification prep.

NEW QUESTION # 19

.....

Our Workday-Pro-Talent-and-Performance practice materials are suitable for exam candidates of different degrees, which are compatible with whatever level of knowledge you are in this area. These Workday-Pro-Talent-and-Performance training materials win honor for our company, and we treat Workday-Pro-Talent-and-Performance test engine as our utmost privilege to help you achieve your goal. Meanwhile, you cannot divorce theory from practice, but do not worry about it, we have stimulation Workday-Pro-Talent-and-Performance Test Questions for you, and you can both learn and practice at the same time.

Workday-Pro-Talent-and-Performance Training Materials: <https://www.exam4tests.com/Workday-Pro-Talent-and-Performance-valid-braindumps.html>

- Free PDF Quiz 2026 Trustable Workday Workday-Pro-Talent-and-Performance: Workday Pro Talent and Performance Exam Reliable Exam Simulator □ Search for [Workday-Pro-Talent-and-Performance] and obtain a free download on (www.troytecdumps.com) □ Workday-Pro-Talent-and-Performance Exam Fee
- Study Anywhere Anytime With Workday Workday-Pro-Talent-and-Performance PDF Questions □ Search for ➔ Workday-Pro-Talent-and-Performance □ □ □ and obtain a free download on { www.pdfvce.com } □ Workday-Pro-Talent-and-Performance Reliable Test Pattern
- Free PDF Efficient Workday-Pro-Talent-and-Performance - Workday Pro Talent and Performance Exam Reliable Exam Simulator □ Search for [Workday-Pro-Talent-and-Performance] and download it for free immediately on ▷

www.practicevce.com □ Workday-Pro-Talent-and-Performance Latest Braindumps Book

P.S. Free & New Workday-Pro-Talent-and-Performance dumps are available on Google Drive shared by Exam4Tests: https://drive.google.com/open?id=1_DnetAilD9Klc5WPhMzTjPvBbI0raVm