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## Workday Workday-Pro-Talent-and-Performance Reliable Exam Papers | Workday-Pro-Talent-and-Performance Best Practice

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## Workday Pro Talent and Performance Exam Sample Questions (Q23-Q28):

### NEW QUESTION # 23

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

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

**Answer: A**

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 # 24

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

**Answer: D**

Explanation:

\* For Additional Managers to evaluate, the template must include a Competencies 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 # 25

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. Allow User to Add Existing Goals Manually
- **C. Load Relevant Goals**
- D. Show Additional Rating to Employee

**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 # 26

Your organization launches talent reviews for the entire organization on an annual basis. You created a new Talent Lead security group to initiate the talent review event.

What do you need to modify to enable this configuration?

- A. Both the Talent Review business process security policy and the Talent Review domain security policy
- B. The Launch Talent Reviews business process security policy
- **C. Both the Launch Talent Reviews business process security policy and the Talent Review domain security policy**
- D. The Talent Review business process security policy

**Answer: C**

Explanation:

This scenario involves enabling a new security group (Talent Lead) to initiate Talent Review events in Workday. To achieve this, you need to configure both the business process security and domain security that govern Talent Reviews.

\* Launch Talent Reviews business process security policy

\* This policy controls who has permission to initiate the Talent Review event.

\* Without updating this, the new Talent Lead group cannot start the review process.

\* Talent Review domain security policy

\* This policy governs access to Talent Review objects, such as templates, review events, grids, and attributes.

\* Without updating domain security, even if the group can launch the process, they will not be able to view or interact with the talent review itself.

\* Incorrect alternatives

\* Option B (Launch Talent Reviews only):This would allow the group to initiate the process, but they would lack access to view or work with the reviews.

\* Option C (Talent Review business process security policy):There is no generic "Talent Review business process"; the correct one is "Launch Talent Reviews."

\* Option D (Talent Review business process + domain security):Misstated. The business process in question is "Launch Talent Reviews," not a general Talent Review business process.

Therefore, the correct answer is to updateboth the Launch Talent Reviews business process security policy and the Talent Review domain security policyso that the Talent Lead group has both initiation rights and access permissions.

References

\* Workday Pro Talent & Performance Certification Guide - Security in Talent Reviews: Explains that both business process security and domain security must be configured for security groups responsible for launching talent reviews.

\* ERP Cloud Training - Talent Review Security: Notes that business process security grants initiation rights, while domain security controls access to objects and review content.

\* Workday Community Documentation - Talent Review Setup: Confirms that both the Launch Talent Reviews business process policy and the Talent Review domain security policy must be modified when a new security group is added to initiate reviews.

### NEW QUESTION # 27

You want to configure your Performance Review business process so that other users can rate an employee's competencies.

Which subprocesses do you configure for this?

- A. Get Additional Manager Evaluation for Performance Review and Complete Additional Evaluation for Performance Review
- B. Get Additional Reviewers for Performance Review and Complete Additional Manager Evaluation for Performance Review
- C. Get Additional Manager Evaluation for Performance Review and Complete Additional Manager Evaluation for Performance Review
- **D. Get Additional Reviewers for Performance Review and Complete Additional Evaluation for Performance Review**

**Answer: D**

Explanation:

- \* To allow other users (besides the direct manager) to rate competencies:
- \* Use `Get Additional Reviewers for Performance Review#` allows nominating additional evaluators.
- \* Then use `Complete Additional Evaluation for Performance Review#` routes the evaluation step to the selected additional reviewers.
- \* Incorrect options mix up "Additional Manager" with "Additional Reviewer." Managers are a subset, but to include broader participants, the correct subprocesses are `Reviewers + Evaluation`.

References:

Workday Performance Review BP design documentation.

Workday Pro Talent & Performance exam material."For additional reviewers (not limited to managers), configure `Get Additional Reviewers + Complete Additional Evaluation` subprocesses."

## NEW QUESTION # 28

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