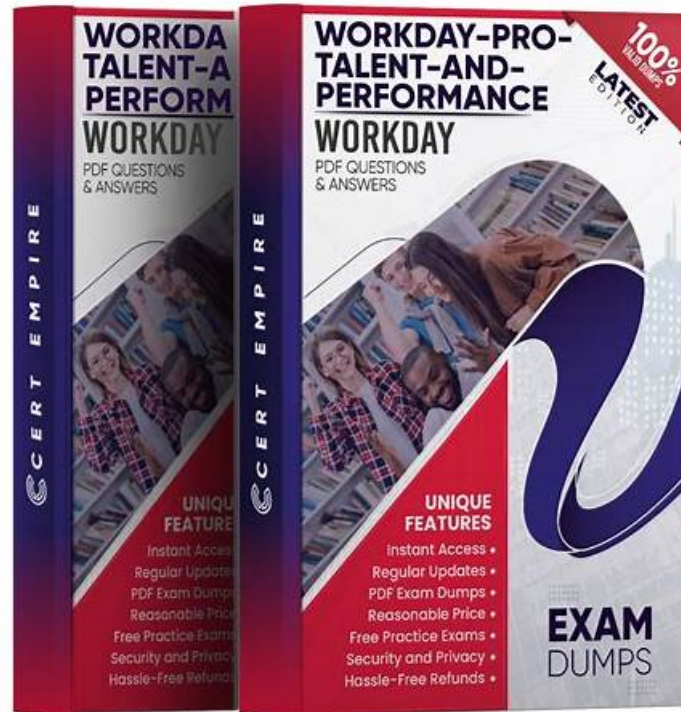


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Workday Pro Talent and Performance Exam Sample Questions (Q14-Q19):

NEW QUESTION # 14

An employee had a manager from January through August. The employee then had a new manager from September through December.

In the Start Performance Review business process, for the Complete Manager Evaluation step, what security group would you use to route the step to the employee's manager that they had in January?

- A. Matrix Manager
- **B. Manager for Majority of Event**
- C. Manager
- D. Primary Manager

Answer: B

Explanation:

- * In a performance review event spanning multiple months, Workday determines which manager should receive the evaluation step.
- * The option Manager for Majority of Event ensures that the manager who supervised the employee for the longest portion of the review period (in this case, January-August) is the one who receives the task.
- * Incorrect options:
- * A. Manager # routes to current manager by default, not historical.
- * C. Matrix Manager # used for matrix org relationships, not standard review.
- * D. Primary Manager # is the current primary manager at the time of launch.

References:

Workday Business Process configuration rules for manager evaluation steps.

Workday Pro study content: "Use Manager for Majority of Event when you need the prior manager to complete the evaluation."

NEW QUESTION # 15

When a position has a succession plan, what talent attribute identifies the timeframe that you expect a specific worker to move into that position?

- A. Achievable Level
- B. Potential
- C. Retention
- **D. Readiness**

Answer: D

Explanation:

- * In succession planning, the Readiness talent attribute represents the timeframe in which a worker is expected to be ready to move into a position (e.g., "Ready Now," "1-2 Years," "3-5 Years").
- * Incorrect options:
- * A. Achievable Level # indicates the highest role/level a worker may reach, not timeframe.
- * B. Retention # risk of employee leaving, not succession readiness.
- * D. Potential # overall growth capacity, not time-based readiness.

References:

Workday Succession Planning documentation: "Readiness specifies the timeframe for potential successors."

NEW QUESTION # 16

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.

The current five-year timeframe for organizational goals is ending and you want to create new organizational goals.

What task do you use to create the next five-year cycle?

- A. Maintain Goal Completion Statuses
- B. Maintain Goal Categories
- C. Maintain Goal Payout Bands

- **D. Maintain Goal Periods**

Answer: D

Explanation:

- * Organizational goals are tied to goal periods, which define the timeframe (e.g., annual, multi-year, or in this case, a five-year cycle).
 - * When the current five-year period ends, you must create a new goal period in order to define the next cycle of organizational goals.
 - * The other tasks do not apply here:
 - * Maintain Goal Categories# defines groupings such as Innovation, Financial, Productivity, but does not manage timeframes.
 - * Maintain Goal Payout Bands# used for goal-linked compensation or incentive payouts.
 - * Maintain Goal Completion Statuses# manages status labels such as "Not Started, In Progress, Complete," not periods.
- Therefore, to establish the next five-year organizational goal cycle, you use the Maintain Goal Period task.

References:

Workday Talent & Performance configuration documentation: "Maintain Goal Periods allows organizations to define new cycles (e.g., annual or multi-year) for organizational and individual goals." Workday Pro Talent & Performance certification material: "Organizational goal cycles are created and managed via Maintain Goal Periods."

NEW QUESTION # 17

What option is available for managing your succession plans?

- A. Add job profiles to succession plans via the Find Workers report.
- **B. Add employees to succession plan via the Find Workers report.**
- C. Allow external candidates and employees to be assigned on succession plans based on related skills.
- D. Add employees to the succession plan from a talent pool.

Answer: B

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 are assigning competencies to objects in Workday.

When Workday defines the target proficiency level for a worker, what source takes precedence?

- **A. Position**
- B. Management Level
- C. Job Profile
- D. Job Family

Answer: A

Explanation:

- * Competencies can be assigned to multiple objects: job profiles, job families, positions, or management levels.
- * When determining a worker's target proficiency level, Position takes precedence over all other sources.
- * Order of precedence: Position > Job Profile > Job Family > Management Level.
- * This allows organizations to define competencies at higher levels (family, profile) but override them at the position level if necessary.

References:

Workday Talent & Performance competency framework documentation.

Workday Pro training guide: "Position overrides job profile, job family, and management level when determining a worker's target proficiency level."

NEW QUESTION # 19

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