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Workday Pro Talent and Performance Exam Sample Questions (Q44-Q49):

NEW QUESTION # 44
What functionality prevents managers from having visibility to peer-to-peer feedback?

- A. Feedback Badges
- B. Confidential Feedback
- 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 # 45

An enterprise wants to create their own list of skills and use them as search facets in reports.
What type of skills can they create to accomplish this?

- A. Skills Cloud skills
- B. Crowdsourced skills
- C. Synonymous skills
- D. Maintained skills

Answer: D

Explanation:
Comprehensive Detailed Explanation
* Enterprises can createMaintained Skills-custom-defined skills that are stored and searchable in their tenant.
* These can also be configured assearch facets in reports, supporting custom analysis.
* Incorrect options:
* Skills Cloud skills# Workday-delivered universal ontology, not customer-specific.
* Crowdsourced skills# skills suggested by workers, not controlled enterprise lists.
* Synonymous skills# system-recognized synonyms, not customer-defined lists.
References:
Workday Skills Configuration documentation: Maintained skills can be created for tenant-level use in searches and reports.

NEW QUESTION # 46

A manager wants to request feedback about a worker.
They select a locked feedback template to initially populate questions. What can the manager do?

- A. The manager may add a question from a bank of previously written questions.
- B. The manager may edit the defaulted questions to better meet their requirements.
- C. The manager may add additional new questions.
- D. The manager may only use the default questions.

Answer: D

Explanation:
* Feedback templatesin Workday can be delivered aslockedoreditable.
* Alocked feedback templateensures consistency across the organization, meaning the manager cannot add, edit, or delete questions.
* Only the default questions included in the template may be used.
* Options A, C, and D would apply if the template were editable, but they are not possible in a locked template.
References:
Workday Feedback configuration documentation.
Workday Pro Talent & Performance certification study material:"Locked templates prevent managers from adding or editing questions. Only the delivered questions are used."

NEW QUESTION # 47

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

Answer: B

Explanation:
* ADynamic Talent Poolautomatically updates membership based on the results of a saved search.
* Making itRestrictedensures that access is limited-so onlyManagershave 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 # 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. Achievable Level
- C. Review Rating
- D. Nominations

Answer: D

Explanation:
* In theAssess My Team's Potentialtask, managers can makeNominations:
* 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

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