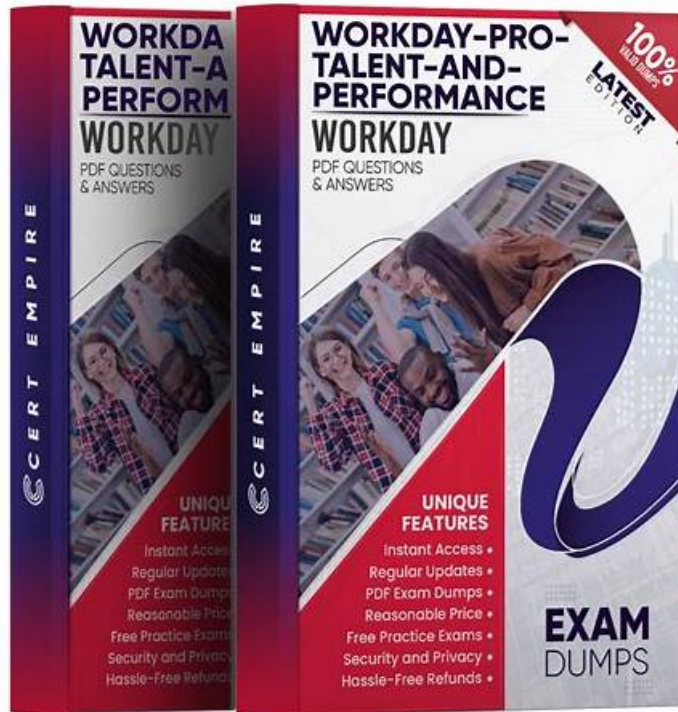


# 100% Pass Quiz 2026 Workday Workday-Pro-Talent-and-Performance: Updated Workday Pro Talent and Performance Exam Training Questions



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

Topic	Details
Topic 1	<ul style="list-style-type: none"> <li>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.</li> </ul>
Topic 2	<ul style="list-style-type: none"> <li>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.</li> </ul>
Topic 3	<ul style="list-style-type: none"> <li>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.</li> </ul>

Topic 4	<ul style="list-style-type: none"> <li>• <b>Business Process Management (BPM):</b> 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.</li> </ul>
Topic 5	<ul style="list-style-type: none"> <li>• <b>Configurable Security:</b> 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.</li> </ul>

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### Workday Pro Talent and Performance Exam Sample Questions (Q38-Q43):

#### NEW QUESTION # 38

An enterprise uses only the job management staffing model. What option groups workers for succession purposes?

- A. Succession Plans
- **B. Succession Pools**
- C. Development Plan
- D. Candidate Pools

**Answer: B**

Explanation:

- \* Even when using a job management staffing model, organizations use Succession Pools to group workers for succession planning.
- \* Pools identify workers with potential to step into key roles in the future.
- \* Incorrect options:
- \* A. Development Plan # defines individual growth steps, not succession grouping.
- \* B. Candidate Pools # used in recruiting, not succession.
- \* C. Succession Plans # tied to specific positions or job profiles, not used for general grouping in job management models.

References:

Workday Succession Planning guide: "Succession Pools are used to group workers in job management staffing models."

#### NEW QUESTION # 39

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 due date falls outside the period start and end dates of the template.**
- C. The goal is in Not Started status.
- D. The goal has milestones that are not in Complete status.

**Answer: B**

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 # 40

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 # 41

Refer to the following scenario to answer the question below.

Your organization is initiating employee reviews. There are several objectives for these reviews, including:

- \* Setting goals and reviewing them quarterly.
- \* Checking in with the new hire at 90 days.
- \* Annually reviewing performance.
- \* Performing multi-rater reviews.

For the annual review, you need a new review template. This template must contain sections for both professional and personal goals.

What task do you need to configure before you can create the new template?

- A. Maintain Employee Review Section Types
- B. Maintain Employee Review Setup
- C. Maintain Goal Setup
- D. Maintain Goal Periods

**Answer: A**

Explanation:

- \* Before creating a review template, you must define the section types available in reviews.
- \* Since the template requires two different goal sections (professional and personal), you must configure them as Employee Review Section Types.
- \* Incorrect options:

- \* A. Maintain Goal Periods # defines timeframes, not template sections.
- \* C. Maintain Goal Setup # configures goal rules, not review template sections.
- \* D. Maintain Employee Review Setup # overall setup but does not define section types.

References:

Workday Employee Review Template admin documentation.

Workday Pro exam study guide: "Use Maintain Employee Review Section Types to enable multiple goal sections in review templates."

### NEW QUESTION # 42

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

**Answer: D**

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 # 43

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