

# Exam Workday-Pro-Talent-and-Performance Preparation | Workday-Pro-Talent-and-Performance Valid Exam Question



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Are you worried about your poor life now and again? Are you desired to gain a decent job in the near future? Do you dream of a better life? Do you want to own better treatment in the field? If your answer is yes, please prepare for the Workday-Pro-Talent-and-Performance exam. It is known to us that preparing for the exam carefully and getting the related certification are very important for all people to achieve their dreams in the near future. It is a generally accepted fact that the Workday-Pro-Talent-and-Performance Exam has attracted more and more attention and become widely acceptable in the past years.

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

Topic	Details
Topic 1	<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 2	<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 3	<ul style="list-style-type: none"> <li>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.</li> </ul>
Topic 4	<ul style="list-style-type: none"> <li>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.</li> </ul>
Topic 5	<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>

## Workday-Pro-Talent-and-Performance Valid Exam Question & Workday-Pro-Talent-and-Performance Reliable Test Objectives

On PassReview website, you can easily prepare Workday-Pro-Talent-and-Performance exam, also can avoid some common mistakes. Our IT elite team take advantage of their professional knowledge and experience, and probe into the IT industry development status by trial and error, finally summarizes PassReview's Workday Workday-Pro-Talent-and-Performance Exam Training materials. It is very accurate, authoritative. PassReview's Workday Workday-Pro-Talent-and-Performance exam dumps will be your best choice.

### Workday Pro Talent and Performance Exam Sample Questions (Q36-Q41):

#### NEW QUESTION # 36

What field does Workday require when you create a competency?

- **A. Name**
- B. Competency Description
- C. Category
- D. Proficiency Rating Scale

**Answer: A**

Explanation:

When creating a competency in Workday Talent & Performance, the system enforces certain required fields.

\* Name:

\* This is the mandatory field. Every competency must have a name so it can be identified in job profiles, performance reviews, and talent pools.

\* Without a name, Workday will not allow you to save or proceed.

\* Proficiency Rating Scale:

\* This is important for measuring competencies (e.g., Basic # Intermediate # Advanced # Expert).

\* However, it is not required at the point of creation. If you don't assign one, the system can still save the competency, though you may not be able to rate employees effectively without linking a scale later.

\* Competency Description:

\* Highly recommended for clarity and reporting.

\* But this field is optional, not enforced by Workday.

\* Category:

\* Used to group competencies (e.g., Leadership, Technical, Communication).

\* Again, optional and for organizational purposes only.

Thus, while other fields add functionality and structure, the only required field to create a competency is the Name.

#References

\* Talent & Performance Learning Material: Competencies are created with "Name" as required, while "Description, Proficiency Scale, and Category" are optional metadata used to support evaluation and reporting.

\* Workday Pro Talent & Performance study outlines: Under the Competencies section, it explicitly states: "The only mandatory field is Name. Description, Proficiency Rating Scale, and Category are optional fields that can be configured for richer competency management." #web source Talent & Performance training + community notes#

\* ERP Cloud Training - Workday Talent & Performance course: Highlights that "Name is required when creating a competency; all other fields are optional depending on business needs."

#### NEW QUESTION # 37

You want to launch a performance review with calibration. The Talent Administrator would like to verify that all performance reviews are complete before calibration launches.

How do you configure the business process to meet this requirement?

- **A. The Await Calibration Completion service step in the Complete Manager Evaluation for Performance Review business process**
- B. Update Performance Review Rating for Manager Evaluation step on the Complete Manager Evaluation for Performance Review business process
- C. To Do step on the Complete Manager Evaluation for Performance Review business process
- D. Shared Participation step on the Launch Calibration business process

**Answer: A**

Explanation:

- \* When using calibration with performance reviews, Workday requires reviews to be completed first before calibration begins.
- \* The correct configuration is to insert the "Await Calibration Completion" service step into the Complete Manager Evaluation for Performance Review business process.
- \* This ensures that calibration will not launch until all manager evaluations are complete.
- \* Other options:
  - \* To Do step# only generates a reminder, not an enforced process dependency.
  - \* Shared Participation step on Launch Calibration# configures collaboration for calibration itself, not sequencing.
  - \* Update Performance Review Rating step# controls how ratings are updated, not workflow dependencies.

References:

Workday Talent & Performance BP configuration documentation.

Workday Pro study materials: "Use Await Calibration Completion step in Complete Manager Evaluation BP to enforce review completion before calibration."

**NEW QUESTION # 38**

You want each talent partner to create their own talent pools and be able to manually add or remove pool members. If they choose to create a pool that is not shared with others, what type of talent pool will they create?

- A. Restricted Static Talent Pool
- **B. Private Static Talent Pool**
- C. Private Dynamic Talent Pool
- D. Restricted Dynamic Talent Pool

**Answer: B**

Explanation:

- \* Static Talent Pools allow manual addition and removal of members.
- \* Private means the pool is only visible to the creator and not shared with others.
- \* Therefore, a Private Static Talent Pool lets talent partners create their own pools, manage membership manually, and keep them unshared.
- \* Incorrect options:
  - \* Dynamic Pools# membership is controlled by saved searches, not manual additions.
  - \* Restricted Pools# visibility is limited to certain groups but still shared, not completely private.

References:

Workday Talent Pools configuration guide.

Pro certification training: "Private Static Pools allow personal management of membership without sharing."

**NEW QUESTION # 39**

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 Update Performance Review Ratings for Manager Evaluation step in the Complete Manager Evaluation business process
- B. A To Do step in the Launch Calibration business process
- C. The Shared Participation step in the Launch Calibration 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 # 40

Your annual performance review includes goals, feedback, and responsibilities. Your business process includes these steps:

- \* Set Review Content
- \* Get Additional Reviewers
- \* Assess Potential
- \* Complete Manager Evaluation

What step will the workflow not use?

- A. Assess Potential
- B. Set Review Content
- C. Get Additional Reviewers
- D. Complete Manager Evaluation

**Answer: A**

Explanation:

\* In Workday's annual performance review process, typical default steps are:

\* Set Review Content# defines template contents (goals, feedback, responsibilities).

\* Get Additional Reviewers# allows adding reviewers.

\* Complete Manager Evaluation# manager provides evaluation.

\* Assess Potential is not part of the performance review process; it belongs to Talent Review / Succession Planning processes.

\* Therefore, the workflow will not use Assess Potential in a performance review.

References:

Workday Performance Review vs. Talent Review process distinction in Pro materials.

Workday configuration: "Assess Potential" is a Talent module step, not part of standard performance review flows.

#### NEW QUESTION # 41

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