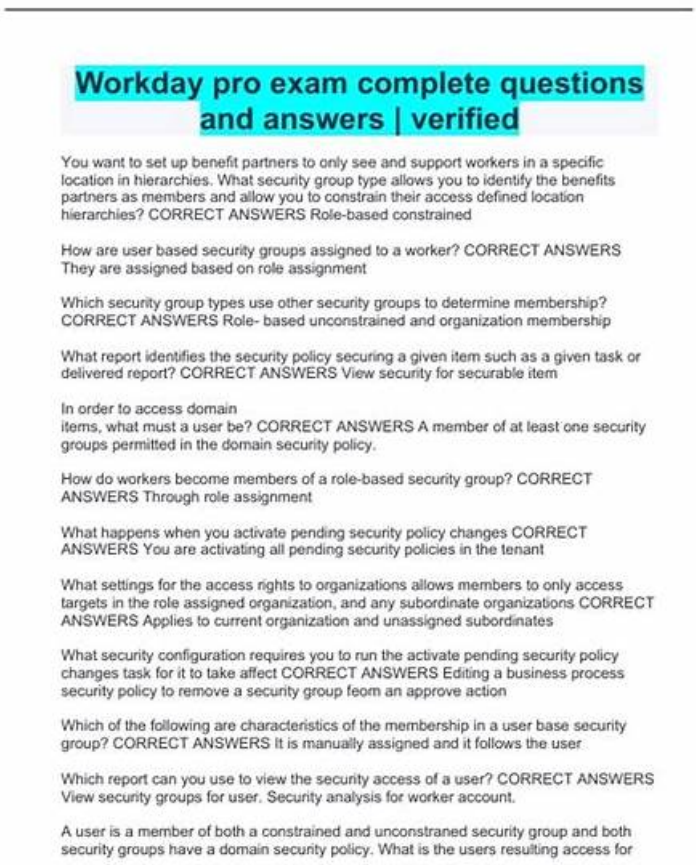
Exam Workday Workday-Pro-Talent-and-Performance Details - Verified Workday-Pro-Talent-and-Performance Answers



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You want to set up benefit partners to only see and support workers in a specific location in hierarchies. What security group type allows you to identify the benefits partners as members and allow you to constrain their access defined location hierarchies? CORRECT ANSWERS Role-based constrained

How are user based security groups assigned to a worker? CORRECT ANSWERS They are assigned based on role assignment

Which security group types use other security groups to determine membership? CORRECT ANSWERS Role- based unconstrained and organization membership

What report identifies the security policy securing a given item such as a given task or delivered report? CORRECT ANSWERS View security for securable item

In order to access domain
items, what must a user be? CORRECT ANSWERS A member of at least one security groups permitted in the domain security policy.

How do workers become members of a role-based security group? CORRECT ANSWERS Through role assignment

What happens when you activate pending security policy changes CORRECT ANSWERS You are activating all pending security policies in the tenant

What settings for the access rights to organizations allows members to only access targets in the role assigned organization, and any subordinate organizations CORRECT ANSWERS Applies to current organization and unassigned subordinates

What security configuration requires you to run the activate pending security policy changes task for it to take affect CORRECT ANSWERS Editing a business process security policy to remove a security group feom an approve action

Which of the following are characteristics of the membership in a user base security group? CORRECT ANSWERS It is manually assigned and it follows the user

Which report can you use to view the security access of a user? CORRECT ANSWERS View security groups for user. Security analysis for worker account.

A user is a member of both a constrained and unconstraned security group and both security groups have a domain security policy. What is the users resulting access for

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

Topic	Details
Topic 1	• 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.
Topic 2	• 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.
Topic 3	• 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.
Topic 4	• 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.
Topic 5	• 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.

Workday Pro Talent and Performance Exam Sample Questions (Q43-Q48):

NEW QUESTION # 43
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. Restricted Dynamic Talent Pool
- C. Private Static Talent Pool
- D. Private Dynamic Talent Pool

Answer: C

Explanation:
* Static Talent Poolsallowmanual addition and removalof members.
* Privatemeans the pool is only visible to the creator and not shared with others.
* Therefore, aPrivate Static Talent Poollets 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 # 44
Your performance review template has three sections, in addition to an Overall section. The template uses item averaging to

calculate an overall rating.
Managers will enter ratings for multiple items in each of the first three sections.
What is the expected behavior when Workday calculates the overall rating?

- A. The calculation includes assigned weightings for each section.
- B. The calculation includes assigned weightings for each item.
- C. The calculation includes an equal weight to each item rated.
- D. The calculation includes assigned weightings for each item and each section.

Answer: C

Explanation:
* When a performance review template usesItem Averaging:
* Workday calculates the average rating acrossall rated itemswithin the sections.
* Each item carriesequal weight, regardless of section or item weighting.
* If weighting was required, you would instead useWeighted Average, which allows assigning weights to items and/or sections.
* Therefore, item averaging =equal weight for each item.
References:
Workday Performance Review configuration: Item Averaging vs. Weighted Averaging.
Workday Pro Talent & Performance exam guide: "Item averaging gives equal weight to all items across sections."

NEW QUESTION # 45
What field does Workday require when you create a competency?

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

Answer: B

Explanation:
When creating aCompetencyin Workday Talent & Performance, the system enforces certain required fields.
* Name:
* This is themandatory 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 isnot requiredat 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 isoptional, not enforced by Workday.
* Category:
* Used to group competencies (e.g., Leadership, Technical, Communication).
* Again,optionaland 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 theCompetencies 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 # 46
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. Manager for Majority of Event
- B. Primary Manager
- C. Manager
- D. Matrix Manager

Answer: A

Explanation:
* In a performance review event spanning multiple months, Workday determines which manager should receive the evaluation step.
* The optionManager for Majority of Eventensures that the manager who supervised the employee for thelongest 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 # 47
An enterprise uses only the job management staffing model.
What option groups workers for succession purposes?

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

Answer: A

Explanation:
* Even when using ajob management staffing model, organizations useSuccession Poolsto 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 # 48
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