

# ExamsReviews Workday Workday-Pro-Talent-and-Performance Dumps (2025)



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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>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>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>

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## Workday Pro Talent and Performance Exam Sample Questions (Q16-Q21):

### NEW QUESTION # 16

For additional managers to participate in an employee's performance review, the employee's direct manager receives the Additional Manager task in their Inbox. They enter the employee's matrix manager, former manager, and a manager who works closely with the employee.

When they submit the task, an error displays. Why did the error occur?

- A. Additional managers can only receive a review that includes a Competencies section.
- B. You can only select up to two additional managers.
- C. You can only select additional managers who are members of the Manager security group.
- D. Additional managers cannot receive a review that includes a Feedback section.

### Answer: A

Explanation:

- \* For Additional Managers to evaluate, the template must include a Competencies section.
- \* If a review lacks competencies, additional managers cannot complete evaluations, and the system throws an error.
- \* Incorrect options:
  - A. Feedback section # does not block additional managers.
  - B. Manager security group # any nominated reviewer with correct access can be added; not restricted only to security group membership.
  - D. Up to two additional managers # there is no hard limit of two; multiple can be assigned.

References:

Workday template setup documentation: Additional Manager Evaluation requires competencies.

Workday Pro certification prep: "Additional managers must evaluate competencies; otherwise, an error displays."

### NEW QUESTION # 17

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. Allow User to Add Existing Goals Manually
- B. Items Rated
- C. Show Additional Rating to Employee
- D. Load Relevant Goals

**Answer: D**

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 # 18**

Your organization launches talent reviews for the entire organization on an annual basis. You created a new Talent Lead security group to initiate the talent review event.

What do you need to modify to enable this configuration?

- A. The Talent Review business process security policy
- B. The Launch Talent Reviews business process security policy
- C. Both the Talent Review business process security policy and the Talent Review domain security policy
- D. Both the Launch Talent Reviews business process security policy and the Talent Review domain security policy

**Answer: D**

Explanation:

This scenario involves enabling a new security group (Talent Lead) to initiate Talent Review events in Workday. To achieve this, you need to configure both the business process security and domain security that govern Talent Reviews.

- \* Launch Talent Reviews business process security policy
- \* This policy controls who has permission to initiate the Talent Review event.
- \* Without updating this, the new Talent Lead group cannot start the review process.
- \* Talent Review domain security policy
- \* This policy governs access to Talent Review objects, such as templates, review events, grids, and attributes.
- \* Without updating domain security, even if the group can launch the process, they will not be able to view or interact with the talent review itself.
- \* Incorrect alternatives
  - \* Option B (Launch Talent Reviews only): This would allow the group to initiate the process, but they would lack access to view or work with the reviews.
  - \* Option C (Talent Review business process security policy): There is no generic "Talent Review business process"; the correct one is "Launch Talent Reviews."
  - \* Option D (Talent Review business process + domain security): Misstated. The business process in question is "Launch Talent Reviews," not a general Talent Review business process.

Therefore, the correct answer is to update both the Launch Talent Reviews business process security policy and the Talent Review domain security policy so that the Talent Lead group has both initiation rights and access permissions.

References

- \* Workday Pro Talent & Performance Certification Guide - Security in Talent Reviews: Explains that both business process security and domain security must be configured for security groups responsible for launching talent reviews.
- \* ERP Cloud Training - Talent Review Security: Notes that business process security grants initiation rights, while domain security controls access to objects and review content.
- \* Workday Community Documentation - Talent Review Setup: Confirms that both the Launch Talent Reviews business process policy and the Talent Review domain security policy must be modified when a new security group is added to initiate reviews.

## NEW QUESTION # 19

During testing, you launched a Performance Review event with calibrations and all events are still in- progress. You notice that the goals are not populating as planned.

What is the first task you should run before you correct your configuration?

- A. The Mass Cancel Business Process task for Start Performance Review and Launch Calibration, including the subprocesses
- B. The Mass Cancel Business Process task for Start Performance Review only, without the subprocesses
- **C. The Mass Rescind Business Process task for Start Performance Review only, including the subprocesses**
- D. The Mass Rescind Business Process task for Start Performance Review and Launch Calibration, without the subprocesses

**Answer: C**

Explanation:

This scenario deals with testing a Performance Review event that includes calibrations. Since the goals are not populating as expected, you need to reset the process correctly before fixing the configuration.

Here's why the correct choice is Mass Rescind - Start Performance Review (including subprocesses):

- \* Rescind vs Cancel
  - \* Rescind: Completely removes the business process instance and all of its subprocesses from the system as if it never occurred. This is the proper action during testing, because it clears the data and lets you start fresh with corrected configuration.
  - \* Cancel: Stops the process, but leaves historical records behind. This is not ideal for configuration testing, because it doesn't fully reset the process state.
- \* Why Start Performance Review only (not Calibration)
- \* Calibration events are tied to performance reviews. If you rescind the performance review, the associated calibration processes are also cleared.
- \* If you attempt to rescind or cancel both Performance Review and Calibration separately, it can cause unnecessary complications.
- \* Why including subprocesses
  - \* Performance Review has multiple subprocesses (e.g., goal population, manager review, employee self-evaluation, calibration triggers).
- \* To fully clear the faulty test run, you must include all subprocesses; otherwise, remnants of the process remain in-progress and may block future testing.
- \* Incorrect Options Explained
  - \* A. Mass Rescind (Performance Review + Calibration, no subprocesses) # Wrong, because calibration rescinds automatically when you rescind the review, and leaving out subprocesses creates incomplete cleanup.
  - \* C. Mass Cancel (Performance Review + Calibration, with subprocesses) # Wrong, because Cancel does not fully reset configuration testing.
  - \* D. Mass Cancel (Performance Review only, no subprocesses) # Wrong, same reason: Cancel is insufficient, and leaving subprocesses active breaks cleanup.

References

- \* Workday Pro Talent & Performance Study Guide - Calibration & Performance Reviews: "When testing configuration errors, rescind the performance review with all subprocesses. Do not cancel, as this preserves process history and does not allow a clean retest."
- \* ERP Cloud Training - Workday Performance Review & Calibration: "Rescind clears all subprocesses linked to the review, including calibration. Cancel only halts the process without fully removing it."
- \* Workday Community Documentation - Mass Business Process Actions: Confirms that Rescind fully clears test data, while Cancel leaves records intact.

## NEW QUESTION # 20

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. Retention
- C. Potential
- **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 # 21

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