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Are you finding it challenging to take the Workday Pro Talent and Performance Exam (Workday-Pro-Talent-and-Performance) Certification Exam due to your busy schedule? Well, worry no more! Preparing for your Workday-Pro-Talent-and-Performance exam has become convenient and hassle-free. You can now study from the comfort of your home, without needing to attend any classes or disrupt your existing schedule. With BraindumpsPass, you have access to a reliable and comprehensive source of Workday-Pro-Talent-and-Performance Exam Questions for your Workday Pro Talent and Performance Exam (Workday-Pro-Talent-and-Performance) exam, ensuring your success in the test. Let's explore how BraindumpsPass can assist you in acing your real Workday Pro Talent and Performance Exam (Workday-Pro-Talent-and-Performance) quiz quickly and smoothly.

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

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

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In order to gain more competitive advantage in the interview, more and more people have been eager to obtain the Workday-Pro-Talent-and-Performance certification. They believe that passing certification is a manifestation of their ability, and they have been convinced that obtaining a Workday-Pro-Talent-and-Performance certification can help them find a better job. However, many people in real life are daunted, because it is not easy to obtain. Our Workday-Pro-Talent-and-Performance Study Tool can help you obtain the Workday-Pro-Talent-and-Performance certification and own a powerful weapon for your interview. Our Workday-Pro-Talent-and-Performance qualification test will help you gain recognition with true talents and better adapted to society. Now, I would like to give you a brief introduction in order to make you deepen your impression of our Workday-Pro-Talent-and-Performance test guides.

Workday Pro Talent and Performance Exam Sample Questions (Q22-Q27):

NEW QUESTION # 22
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:
* A Dynamic Talent Pool automatically updates membership based on the results of a saved search.
* Making it Restricted ensures that access is limited-so only Managers have 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 # 23
A worker is providing feedback and they only want it to be visible to the feedback recipient.

What kind of feedback allows for this?

- A. Anonymous
- B. Private
- C. Public
- D. Confidential

Answer: B

Explanation:
* In Workday,Private Feedbackis visible only to thefeedback recipient.
* Confidential Feedbackis visible to both the recipient and their manager.
* Anonymous Feedbackhides the identity of the feedback giver but may still be visible to managers or admins depending on configuration.
* Public Feedbackis broadly visible across the organization or workgroup.
Therefore, the only feedback type that ensures visibilityonly to the recipientisPrivate Feedback.
References:
Workday Talent & Performance study material on feedback types.
Workday Pro Talent & Performance training notes: "Private feedback is restricted to the recipient alone; confidential feedback includes the manager, while public feedback is visible more broadly."

NEW QUESTION # 24
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 Dynamic Talent Pool
- B. Private Dynamic Talent Pool
- C. Restricted Static Talent Pool
- D. Private Static Talent Pool

Answer: D

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 # 25
A manager wants to cascade a goal to several workers.
What option is available in the Add Goal to Employees task?

- A. Organizations
- B. Job Family
- C. Job Profile
- D. Succession Pool

Answer: A

Explanation:
* In theAdd Goal to Employeestask, managers can cascade or assign goals to groups of workers.
* The available grouping option is byOrganizations(e.g., supervisory organizations, cost centers, customorganizations).
* Succession Pools, Job Profiles, and Job Familiesare not selection criteria in this task. Those are used in talent or competency

management contexts but not in mass goal assignment.
References:
Workday Talent & Performance documentation, Goal Management section.
Workday Pro Talent & Performance training guide:"Add Goal to Employees allows assignment to selected workers or by organizations, not by succession pools, job profiles, or job families."

NEW QUESTION # 26

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. The Await Calibration Completion service step in the Complete Manager Evaluation business process
- C. The Shared Participation step in the Launch Calibration business process
- D. A To Do step in the Launch Calibration business process

Answer: B

Explanation:
* To prevent managers from receiving Inbox tasks during calibration, you configure theAwait Calibration Completion service stepin theComplete 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 # 27

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When you are studying for the Workday-Pro-Talent-and-Performance exam, maybe you are busy to go to work, for your family and so on. How to cost the less time to reach the goal? It's a critical question for you. Time is precious for everyone to do the efficient job. If you want to get good Workday-Pro-Talent-and-Performance prep guide, it must be spending less time to pass it. Exactly, our product is elaborately composed with major questions and answers. We are choosing the key from past materials to finish our Workday-Pro-Talent-and-Performance Guide Torrent. It only takes you 20 hours to 30 hours to do the practice. After your effective practice, you can master the examination point from the Workday-Pro-Talent-and-Performance exam torrent. Then, you will have enough confidence to pass it.

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