Best Workday Workday-Pro-Talent-and-Performance Dumps [2026] With Real Exam Questions

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

Topic	Details
Topic 1	• 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 2	• 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 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	• 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 5	• 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.

Reliable Workday-Pro-Talent-and-Performance Test Objectives & Workday-Pro-Talent-and-Performance Valid Dumps Ppt

Thousands of people are interested in earning the Workday Pro Talent and Performance Exam (Workday-Pro-Talent-and-Performance) certification exam because it comes with multiple career benefits. ITExamSimulator have designed a product that contains the Workday-Pro-Talent-and-Performance latest questions. These Workday Workday-Pro-Talent-and-Performance Exam Dumps are ideal for applicants who have a short time and want to clear the Workday Pro Talent and Performance Exam (Workday-Pro-Talent-and-Performance) exam for the betterment of their future.

Workday Pro Talent and Performance Exam Sample Questions (Q48-Q53):

NEW QUESTION # 48
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. Load Relevant Goals
- B. Items Rated
- C. Show Additional Rating to Employee
- D. Allow User to Add Existing Goals Manually

Answer: A

Explanation:
* To automatically include goals that workers set before the review began, enableLoad Relevant Goalson 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 # 49
You want to configure your Performance Review business process so that other users can rate an employee's competencies.
Which subprocesses do you configure for this?

- A. Get Additional Manager Evaluation for Performance Review and Complete Additional Evaluation for Performance Review
- B. Get Additional Manager Evaluation for Performance Review and Complete Additional Manager Evaluation for Performance Review
- C. Get Additional Reviewers for Performance Review and Complete Additional Manager Evaluation for Performance Review
- D. Get Additional Reviewers for Performance Review and Complete Additional Evaluation for Performance Review

Answer: D

Explanation:

* To allow other users (besides the direct manager) to rate competencies:
* UseGet Additional Reviewers for Performance Review# allows nominating additional evaluators.
* Then useComplete Additional Evaluation for Performance Review# routes the evaluation step to the selected additional reviewers.
* Incorrect options mix up "Additional Manager" with "Additional Reviewer." Managers are a subset, but to include broader participants, the correct subprocesses areReviewers + Evaluation.
References:
Workday Performance Review BP design documentation.
Workday Pro Talent & Performance exam material:"For additional reviewers (not limited to managers), configure Get Additional Reviewers + Complete Additional Evaluation subprocesses."

NEW QUESTION # 50

An enterprise wants to create their own list of skills and use them as search facets in reports.
What type of skills can they create to accomplish this?

- A. Synonymous skills
- B. Crowdsourced skills
- C. Skills Cloud skills
- D. Maintained skills

Answer: D

Explanation:
Comprehensive Detailed Explanation
* Enterprises can createMaintained Skills-custom-defined skills that are stored and searchable in their tenant.
* These can also be configured assearch facets in reports, supporting custom analysis.
* Incorrect options:
* Skills Cloud skills# Workday-delivered universal ontology, not customer-specific.
* Crowdsourced skills# skills suggested by workers, not controlled enterprise lists.
* Synonymous skills# system-recognized synonyms, not customer-defined lists.
References:
Workday Skills Configuration documentation: Maintained skills can be created for tenant-level use in searches and reports.

NEW QUESTION # 51

Refer to the following scenario to answer the question below.

Configure Organization Goals

Organization Alignment ☐

Organization Goal Allows Organization Alignment Through Hierarchy ☐

Default Organization Goal to Private ☐

Enable Percent Complete ☐

Allow Automatic Calculation of Percent Complete ☐

Configure Goals In Reviews

Lock Goals Associated with In Progress Reviews ☐

Allow Deletion of Goals Associated with Reviews ☐

Allow Ordering of Goals in Reviews ☐

(Maintain Goal Units) (Maintain Goal Payout Bands) (Configure Talent Tags) (Maintain Goal Categories) (Maintain Goal Periods) (Maintain Goal Completion Statuses)

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.

Workers' individual goals fall within one of three groups: Innovation, Financial, or Productivity.

Where do you configure the groupings?

- A. Configure Organization Goals section
- B. Configure Talent Tags task
- C. Maintain Goal Categories task
- D. Configure Goals to Review section

Answer: C

Explanation:

* In the scenario, each worker's goal must fall under one of three groupings:Innovation, Financial, Productivity.
* These groupings are set up usingGoal Categories.
* TheMaintain Goal Categoriestask allows administrators to define these categories and enforce categorization for goal entry.
* Incorrect options:
* Configure Goals in Review section# affects reviews, not groupings.
* Configure Organization Goals section# applies to enterprise-level goals, not categorization.
* Configure Talent Tags task# defines tags used for reporting, not enforced groupings.

References:

Workday Goal Management admin setup: "Use Maintain Goal Categories to define groupings for goals." Workday Pro Talent & Performance certification material: Goals must be categorized via categories, not talent tags.

NEW QUESTION # 52

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. Primary Manager
- B. Manager
- C. Matrix Manager
- D. Manager for Majority of Event

Answer: D

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 # 53

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