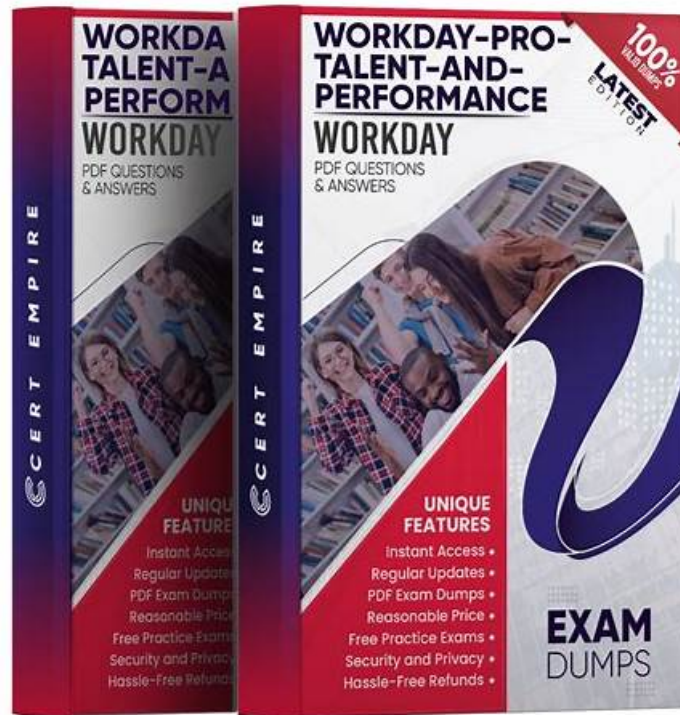


# 2026 Test Workday-Pro-Talent-and-Performance Questions Vce - Trustable Workday Workday Pro Talent and Performance Exam - Workday-Pro-Talent-and-Performance New Braindumps Questions



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

Topic	Details
Topic 1	<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 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>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 4	<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 5	<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>

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### Workday Pro Talent and Performance Exam Sample Questions (Q51-Q56):

#### NEW QUESTION # 51

Refer to the following scenario to answer the question below.

□ 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.

When workers create their goals, they need to include a goal description.

Where do you make the goal description a required field?

- A. Maintain Goal Categories task
- B. Configure Organization Goals section
- C. Maintain Goal Units task
- D. Configure Individual Goals section

**Answer: D**

Explanation:

\* To make specific goal fields mandatory (such as requiring a goal description), you must configure this in the Configure Individual Goals section of the Maintain Goal Setup task.

\* In this section, administrators define which fields are:

\* Required (must be completed by the worker),

\* Optional, or

\* Hidden (not shown to users).

\* The Maintain Goal Categories task only sets up categories such as Innovation, Financial, Productivity.

\* The Maintain Goal Units task configures measurement units (e.g., percentages, dollars).

\* The Configure Organization Goals section governs how enterprise-level organizational goals behave, but does not control whether an individual field like "Description" is required.

Therefore, to enforce that workers must always provide a goal description, you configure this requirement in the Configure Individual Goals section.

References:

Workday Talent & Performance Admin Guide: "Configure Individual Goals section allows fields such as description, due date, and measurement to be marked as required or optional." Workday Pro Talent & Performance study material confirms: "Goal description

requirements are set in Configure Individual Goals, not in organization goal setup or categories."

### NEW QUESTION # 52

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 Static Talent Pool**
- C. Private Dynamic Talent Pool
- D. Restricted Static 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 # 53

As an administrator, what is an attribute of feedback badges?

- A. You can delete badges at any time.
- B. You can create custom badges using Workday-delivered icons.
- **C. You can make badges required when entering feedback.**
- D. You can allow recipients to decline badges.

**Answer: C**

Explanation:

In Workday Talent & Performance, feedback badges are a visual and motivational way to recognize employees when providing feedback. Administrators configure the rules and usage of these badges.

Let's carefully review the options:

\* A. You can delete badges at any time.

\* Not correct.

\* Once a badge is actively in use (already given to workers in feedback), it cannot simply be deleted, because that would break historical data. Instead, administrators can make badges inactive, but they remain in the system for reporting integrity.

\* B. You can make badges required when entering feedback.

\* Correct.

\* Workday configuration allows admins to require that feedback entries include a badge. This ensures that every feedback submission carries a visual, standardized recognition element alongside the narrative text.

\* This aligns with the study guide under Feedback and Recognition, which highlights that "badges may be configured as required fields for any feedback process."

\* C. You can create custom badges using Workday-delivered icons.

\* Not exactly.

\* You can create custom badges, but you upload your own images/icons. Workday provides sample ones, but they aren't the only option. You are not restricted to Workday-delivered icons.

\* D. You can allow recipients to decline badges.

\* Incorrect.

\* Employees cannot decline badges once they are attached to feedback. Feedback is submitted as part of the talent/performance process, and the badge is embedded.

Therefore, the unique administrator attribute here is the ability to make badges required when entering feedback.

## #References

- \* Workday Pro Talent & Performance Guide- Feedback Badges configuration:"Administrators can make badge selection mandatory when submitting feedback, ensuring consistent recognition across the organization."
- \* ERP Cloud Training (Talent & Performance Badges section): Confirms that badges can be required for feedback, cannot be declined by recipients, and must be inactivated (not deleted) when no longer in use.
- \* Workday Community (Feedback and Recognition documentation): Custom badges can be created by uploading images, not restricted to Workday-delivered icons.

## NEW QUESTION # 54

You would like to use Skills Cloud as the primary source for skill searches.  
What task would you access to meet this requirement?

- **A. Maintain Skills and Experience Setup**
- B. Maintain Skill Vendors
- C. Maintain Skill Item Categories
- D. Maintain Skills

**Answer: A**

Explanation:

- \* To configure Skills Cloud as the primary source for skill searches, you use the Maintain Skills and Experience Setup task.
- \* This task controls whether Workday tenant prioritizes Skills Cloud suggestions and searches versus custom skill libraries.
- \* Incorrect options:
  - \* Maintain Skill Item Categories# categorizes skills, not source priority.
  - \* Maintain Skill Vendors# used for external vendor integrations.
  - \* Maintain Skills# used for creating/editing skills but not selecting Skills Cloud as the default.

References:

Workday configuration guide: Skills Cloud setup.

Workday Pro certification prep:"Maintain Skills and Experience Setup controls whether Skills Cloud is the primary search source."

## NEW QUESTION # 55

An organization has recently started the talent review process. A manager wants to take action on assigned tasks, while also viewing the team's current performance ratings and potential assessments.  
What report would allow the manager to do so?

- A. Employee Review Status Summary report
- B. My Team's Performance Reviews report
- **C. Talent Review Status Summary report**
- D. Talent Snapshot report

**Answer: C**

Explanation:

- \* The Talent Review Status Summary report provides managers with visibility into their team's current performance ratings, potential assessments, and status within the talent review cycle.
- \* It also allows them to take action on assigned tasks during the process.
- \* Incorrect options:
  - \* A. Employee Review Status Summary # shows progress of performance reviews, not talent reviews.
  - \* B. My Team's Performance Reviews # focused only on performance review tasks.
  - \* D. Talent Snapshot # shows detailed worker profiles, not task/action tracking in talent reviews.

References:

Workday delivered reporting catalog.

Workday Pro Talent Review training content.

## NEW QUESTION # 56

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