

Here's the Quick Way to Crack Workday Workday-Pro-Talent-and-Performance Certification Exam



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

Topic	Details
Topic 1	• 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 2	• 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 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	• 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 5	• 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.

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Workday Pro Talent and Performance Exam Sample Questions (Q47-Q52):

NEW QUESTION # 47

A manager wants to request feedback about a worker.

They select a locked feedback template to initially populate questions. What can the manager do?

- A. The manager may only use the default questions.
- B. The manager may add a question from a bank of previously written questions.
- C. The manager may add additional new questions.
- D. The manager may edit the defaulted questions to better meet their requirements.

Answer: A

Explanation:

* Feedback templates in Workday can be delivered as locked or editable.

* A locked feedback template ensures consistency across the organization, meaning the manager cannot add, edit, or delete questions.

* Only the default questions included in the template may be used.

* Options A, C, and D would apply if the template were editable, but they are not possible in a locked template.

References:

Workday Feedback configuration documentation.

Workday Pro Talent & Performance certification study material: "Locked templates prevent managers from adding or editing questions. Only the delivered questions are used."

NEW QUESTION # 48

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

Answer: D

Explanation:

Comprehensive Detailed Explanation

* Enterprises can create Maintained Skills-custom-defined skills that are stored and searchable in their tenant.

* These can also be configured as search 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 # 49

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 Snapshot report
- **D. Talent Review Status Summary report**

Answer: D

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.

* C. 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 # 50

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. Show Additional Rating to Employee
- **C. Load Relevant Goals**
- D. Items Rated

Answer: C

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 # 51

A manager wants to cascade a goal to several workers.

What option is available in the Add Goal to Employees task?

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

Answer: C

Explanation:

- * In the Add Goal to Employee task, managers can cascade or assign goals to groups of workers.
- * The available grouping option is by Organizations (e.g., supervisory organizations, cost centers, custom organizations).
- * Succession Pools, Job Profiles, and Job Families are 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 # 52

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