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Cisco 300-420 ENSLD Exam Overview

The **Cisco 300-420 ENSLD** (Designing Cisco Enterprise Networks) exam tests your ability to create advanced enterprise network designs. Key topics include:

- ★ **Enterprise Network Design Principles** – Hierarchical design models, modularity, and scalability.
- ★ **Advanced Routing & High Availability** – EIGRP, OSPF, BGP, and routing protocol tuning.
- ★ **VPN & Security Considerations** – DMVPN, SD-WAN, and secure network architectures.
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Workday Workday-Pro-Talent-and-Performance Exam Syllabus Topics:

Topic	Details
Topic 1	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 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	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 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.

Workday Pro Talent and Performance Exam Sample Questions (Q20-Q25):

NEW QUESTION # 20

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

Answer: A

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 # 21

You want to ensure consistency when reporting responses on specific feedback templates.

What functionality prevents workers from changing questions on a feedback template?

- A. Question Tags
- **B. Lock Template**
- C. Condition Rules
- D. Template Type

Answer: B

Explanation:

- * To ensure consistent reporting, feedback templates can be set as Locked.
- * A Locked Feedback Template prevents managers or workers from modifying the questions-no additions, edits, or deletions are allowed.
- * Other options are not correct:
- * Condition Rules# used for dynamic behavior and field visibility, not for locking questions.
- * Template Type# defines type (e.g., Feedback vs. Review), not question editability.
- * Question Tags# used for categorization and reporting but do not prevent changes.

References:

Workday Talent & Performance configuration material: "Lock Template prevents edits to template questions." Workday Pro certification study content on feedback management.

NEW QUESTION # 22

Your annual performance review includes goals, feedback, and responsibilities. Your business process includes these steps:

- * Set Review Content
- * Get Additional Reviewers
- * Assess Potential
- * Complete Manager Evaluation

What step will the workflow not use?

- A. Get Additional Reviewers
- B. Set Review Content
- **C. Assess Potential**
- D. Complete Manager Evaluation

Answer: C

Explanation:

- * In Workday's annual performance review process, typical default steps are:
- * Set Review Content# defines template contents (goals, feedback, responsibilities).
- * Get Additional Reviewers# allows adding reviewers.
- * Complete Manager Evaluation# manager provides evaluation.
- * Assess Potential is not part of the performance review process; it belongs to Talent Review / Succession Planning processes.
- * Therefore, the workflow will not use Assess Potential in a performance review.

References:

Workday Performance Review vs. Talent Review process distinction in Pro materials.

Workday configuration: "Assess Potential" is a Talent module step, not part of standard performance review flows.

NEW QUESTION # 23

What do you use a talent pool for?

- A. To assess the readiness of internal candidates and consider external candidates for job profiles.
- B. To create a short list of ranked candidates who are preparing to take over a position.
- C. To organize workers by hierarchical structure.
- **D. To organize and segment groups of workers for development.**

Answer: D

Explanation:

- * Talent Pools are designed to group employees for development and succession planning purposes.

- * They help organizations track readiness, identify high potentials, and prepare workers for future roles.
- * Incorrect options:
- * A. Organizing by hierarchy is done via Supervisory Organizations, not talent pools.
- * B. A short list of ranked candidates is closer to Succession Planning, not talent pools.
- * D. Assessing readiness for job profiles (including external candidates) is Succession Planning, not pools.

References:

Workday Talent Management Guide: "Talent pools are collections of workers for development and growth opportunities." Workday Pro Talent & Performance certification prep.

NEW QUESTION # 24

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. Maintained skills**
- C. Crowdsourced skills
- D. Skills Cloud skills

Answer: B

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 # 25

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