

# Pass Guaranteed Quiz 2025 Workday Workday-Pro-Talent-and-Performance: Updated Valid Workday Pro Talent and Performance Exam Test Topics

5/21/25, 12:36 PM Workday pro exam 2025 UPDATE| COMPREHENSIVE QUESTIONS AND VERIFIED ANSWERS (COMPLETE SOLUTIONS) GU...

## Workday pro exam 2025 UPDATE! COMPREHENSIVE QUESTIONS AND VERIFIED ANSWERS (COMPLETE SOLUTIONS) GUARANTEED SUCCESS I GRADE A+!! (100% ACCURATE) GET IT RIGHT!!



### Terms in this set (72)

You want to set up benefit partners to only see and support workers in a specific location in hierarchies. What security group type allows you to identify the benefits partners as members and allow you to constrain their access defined location hierarchies?	Role-based constrained
How are user based security groups assigned to a worker?	They are assigned based on role assignment
Which security group types use other security groups to determine membership?	Role-based unconstrained and organization membership

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In order to meet the needs of all customers that pass their exam and get related certification, the experts of our company have designed the updating system for all customers. Our Workday-Pro-Talent-and-Performance exam question will be constantly updated every day. Maybe most of people prefer to use the computer when they are study, but we have to admit that many people want to learn buy the paper, because they think that studying on the computer too much does harm to their eyes. Workday-Pro-Talent-and-Performance Test Questions have the function of supporting printing in order to meet the need of customers.

## 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>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 3	<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>
Topic 4	<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 5	<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>

>> Valid Workday-Pro-Talent-and-Performance Test Topics <<

## First-hand Valid Workday-Pro-Talent-and-Performance Test Topics - Workday New Workday-Pro-Talent-and-Performance Exam Pass4sure: Workday Pro Talent and Performance Exam

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### Workday Pro Talent and Performance Exam Sample Questions (Q25-Q30):

#### NEW QUESTION # 25

You want to create a performance review template with only an Overall section where the manager has to choose a rating. What configuration option accomplishes this?

- A. Calculated Ratings with No Overrides
- **B. Prompt for Overall Rating**
- C. Calculated Ratings with Overrides
- D. Manual Entry

#### Answer: B

Explanation:

\* When you want a performance review template with only anOverall section, the correct configuration isPrompt for Overall Rating.  
\* This option requires the manager to provide a single overall rating without averaging or weighting items.

\* Other options:

\* Manual Entry# applies to ratings on items, not a single overall section.  
\* Calculated Ratings with No Overrides# automatically calculates from section ratings (not desired here).  
\* Calculated Ratings with Overrides# allows calculation plus manual override, but still requires sections/items.

References:

Workday review template setup documentation.

Pro exam study notes:"Use Prompt for Overall Rating when only an overall section rating is required."

## NEW QUESTION # 26

Which configuration is responsible for determining what actions employees and managers can take during a talent review?

- A. Organization membership
- B. Domain security
- C. Employee potential
- D. Talent review template rule

**Answer: D**

Explanation:

This question is about Talent Reviews in Workday and what drives the permissions or actions that employees and managers can take during the review process.

Let's analyze the choices:

- \* A. Organization membership
  - \* Incorrect.
  - \* Organization membership (e.g., supervisory org, talent pool) determines which workers are included in the review.
  - \* It does not determine what actions managers or employees can take.
- \* B. Employee potential
  - \* Incorrect.
  - \* Employee potential is a attribute (like performance, loss impact, retention risk) used for evaluation in the talent review grid.
  - \* It informs the content of the review, not the actions available to participants.
- \* C. Domain security
  - \* Partially correct but not the best answer.
  - \* Domain security determines who has access to initiate or view Talent Reviews, but it does not drive process actions inside the review (such as rating, adding notes, or calibrating).
- \* D. Talent review template rule
  - \* Correct.
  - \* The Talent Review Template Rule defines the configuration of the talent review process, including:
    - \* Which sections appear (e.g., 9-box grid, attributes, notes).
    - \* Which actions participants (employees, managers, HR partners) can perform.
    - \* Whether calibration is enabled, whether participants can move employees between grid boxes, and other interactive review behaviors.
    - \* This is the configuration responsible for controlling what employees and managers can do during a talent review event.

Therefore, the correct answer is Talent review template rule.

#References

- \* Workday Pro Talent & Performance Certification Guide - Talent Reviews: "The talent review template rule determines the structure of the review and what actions participants may take during the review."
- \* ERP Cloud Training - Workday Talent Reviews: "Template rules control functionality such as allowing participants to update potential ratings, add notes, or move workers in the grid. Security domains only manage access."
- \* Workday Community Documentation - Talent Review Configuration: Confirms that template rules define the actions and behaviors within a talent review session.

## NEW QUESTION # 27

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. Complete Manager Evaluation
- C. Assess Potential
- D. Set Review Content

**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 # 28

You are assigning competencies to objects in Workday.

When Workday defines the target proficiency level for a worker, what source takes precedence?

- A. Job Family
- B. Management Level
- **C. Position**
- D. Job Profile

**Answer: C**

Explanation:

- \* Competencies can be assigned to multiple objects: job profiles, job families, positions, or management levels.
- \* When determining a worker's target proficiency level, Position takes precedence over all other sources.
- \* Order of precedence: Position > Job Profile > Job Family > Management Level.
- \* This allows organizations to define competencies at higher levels (family, profile) but override them at the position level if necessary.

References:

Workday Talent & Performance competency framework documentation.

Workday Pro training guide: "Position overrides job profile, job family, and management level when determining a worker's target proficiency level."

## NEW QUESTION # 29

You recently created a talent pool to help develop potential new managers. You added ten managers to the pool. Now you want to assign two self-development goals to each member of the talent pool.

What task allows you to assign those two goals to all members in one event?

- **A. Add Goal To Employees**
- B. Maintain Goals Setup
- C. Create Goal for Worker
- D. Manage Organization Goals

**Answer: A**

Explanation:

In Workday Talent & Performance, when you want to assign goals to a group of employees (such as everyone in a talent pool), you must use the "Add Goal To Employees" task.

Here's why:

- \* Create Goal for Worker
  - \* This task is specific to one worker at a time. It would not allow you to mass-assign goals to multiple workers.
  - \* Suitable when you want to add a goal for an individual employee.
- \* Manage Organization Goals
  - \* Used to define organization-wide goals (e.g., company objectives).
  - \* These can be cascaded, but they are not tied to an action that assigns two goals directly to all members of a talent pool.
  - \* Maintain Goals Setup
    - \* This is for configuring goal settings (e.g., categories, weights, behaviors) at the tenant level.
    - \* It doesn't execute the action of assigning goals to workers.
  - \* Add Goal To Employees
    - \* Specifically designed for mass goal assignment.
    - \* You can select multiple employees (for example, all 10 members of your talent pool) and assign the same goals in a single event.

\* This is the only option that fulfills the requirement of assigning two self-development goals to all members in one step.

#References

\* Talent & Performance Study Guide topics:

\* Goal Management: Covers the difference between worker-specific vs. mass goal actions.

\* Talent Pools: Workday documentation explains that pools are often used for succession planning and development, and "Add Goal to Employees" is the correct bulk action for assigning development activities.

\* External Training Reference: ERP Cloud Training notes that "The Add Goal To Employees task allows administrators to assign multiple goals across groups such as talent pools or organizations, enabling faster alignment with development plans." #web source on Talent & Performance training#

\* Workday Pro Talent & Performance Flashcards: Confirm that the correct way to mass assign goals is via Add Goal To Employees task, not Manage Organization Goals (which is only for defining org-level goals).

## NEW QUESTION # 30

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