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Workday Pro Talent and Performance Exam Sample Questions (Q41-Q46):

NEW QUESTION # 41

A manager starts the Assess My Team's Potential task.

What option allows them to suggest workers for a job profile and if enabled tracking potential successors for a succession plan?

- A. Achievable Level
- B. Review Rating
- C. Retention
- **D. Nominations**

Answer: D

Explanation:

* In the Assess My Team's Potential task, managers can make Nominations:

* Suggest workers for specific job profiles.

* Track potential successors for succession plans (if enabled).

* Incorrect options:

* A. Achievable Level # indicates ceiling level, not succession tracking.

* B. Retention # measures likelihood of leaving, unrelated to succession nominations.

* C. Review Rating # performance measure, not tied to suggesting successors.

References:

Workday Talent & Succession Guide: "Nominations in Assess My Team's Potential allow managers to suggest successors and link to succession plans."

NEW QUESTION # 42

What option is available for managing your succession plans?

- A. Allow external candidates and employees to be assigned on succession plans based on related skills.
- **B. Add employees to succession plan via the Find Workers report.**
- C. Add job profiles to succession plans via the Find Workers report.
- D. Add employees to the succession plan from a talent pool.

Answer: B

Explanation:

* In Workday, when managing Succession Plans, you can directly add employees by searching for them in the Find Workers report.

* Incorrect options:

* A. Adding employees from a talent pool is possible for development, but not a delivered method for populating succession plans.

* B. External candidates cannot be directly assigned to succession plans; succession focuses on internal talent.

* C. Job profiles are the object succession plans are created for, not what you add via Find Workers.

References:

Workday Succession Planning Guide: "Use the Find Workers report to identify and add employees to succession plans." Pro Talent & Performance exam materials confirm this process.

NEW QUESTION # 43

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

Answer: C

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 # 44

For additional managers to participate in an employee's performance review, the employee's direct manager receives the Additional Manager task in their Inbox. They enter the employee's matrix manager, former manager, and a manager who works closely with the employee.

When they submit the task, an error displays. Why did the error occur?

- A. Additional managers cannot receive a review that includes a Feedback section.
- B. You can only select additional managers who are members of the Manager security group.
- C. You can only select up to two additional managers.
- **D. Additional managers can only receive a review that includes a Competencies section.**

Answer: D

Explanation:

- * For Additional Managers to evaluate, the template must include a Competencies section.
- * If a review lacks competencies, additional managers cannot complete evaluations, and the system throws an error.
- * Incorrect options:
 - * A. Feedback section # does not block additional managers.
 - * B. Manager security group # any nominated reviewer with correct access can be added; not restricted only to security group membership.
 - * D. Up to two additional managers # there is no hard limit of two; multiple can be assigned.

References:

Workday template setup documentation: Additional Manager Evaluation requires competencies.

Workday Pro certification prep: "Additional managers must evaluate competencies; otherwise, an error displays."

NEW QUESTION # 45

Refer to the following scenario to answer the question below.

Your organization is initiating employee reviews. There are several objectives for these reviews, including:

- * Setting goals and reviewing them quarterly.
- * Checking in with the new hire at 90 days.
- * Annually reviewing performance.
- * Performing multi-rater reviews.

You need to create a new annual review template with several sections, including Feedback, Goals, Questions, and Competencies.

What component is not a prerequisite to create a new annual review template with these sections?

- A. Feedback Template
- B. Competencies
- C. Review Questions
- **D. Review Types**

Answer: D

Explanation:

- * To create a review template with sections such as Feedback, Goals, Questions, and Competencies, you must have these components configured in advance:
 - * Review Questions# required if the template uses a questions section.
 - * Feedback Template# required if a feedback section is included.
 - * Competencies# required if competencies are included.
- * Review Types are not a prerequisite to create a review template. They categorize reviews (annual, quarterly, etc.) but are not

required in template configuration.

References:

Workday Review Template setup guidelines.

Workday Pro training material: "Questions, feedback templates, and competencies must be configured to build corresponding review sections."

NEW QUESTION # 46

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