

Quiz 2025 Workday New Workday-Pro-Talent-and-Performance Test Fee



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Taking PassTorrent Workday Pro Talent and Performance Exam (Workday-Pro-Talent-and-Performance) practice test questions are also important. These Workday Workday-Pro-Talent-and-Performance practice exams include questions that are based on a similar pattern as the finals. This makes it easy for the candidates to understand the Workday Pro Talent and Performance Exam (Workday-Pro-Talent-and-Performance) exam question paper and manage the time. It is indeed a booster for the people who work hard and do not want to leave any chance of clearing the Workday-Pro-Talent-and-Performance exam with brilliant scores.

Workday Pro Talent and Performance Exam Sample Questions (Q50-Q55):

NEW QUESTION # 50

During testing, you launched a Performance Review event with calibrations and all events are still in progress. You notice that the goals are not populating as planned.

What is the first task you should run before you correct your configuration?

- A. The Mass Rescind Business Process task for Start Performance Review only, including the subprocesses
- B. The Mass Cancel Business Process task for Start Performance Review and Launch Calibration, including the subprocesses
- C. The Mass Cancel Business Process task for Start Performance Review only, without the subprocesses
- D. The Mass Rescind Business Process task for Start Performance Review and Launch Calibration, without the subprocesses

Answer: A

Explanation:

This scenario deals with testing a Performance Review event that includes calibrations. Since the goals are not populating as expected, you need to reset the process correctly before fixing the configuration.

Here's why the correct choice is Mass Rescind - Start Performance Review (including subprocesses):

* Rescind vs Cancel

* Rescind: Completely removes the business process instance and all of its subprocesses from the system as if it never occurred. This is the proper action during testing, because it clears the data and lets you start fresh with corrected configuration.

* Cancel: Stops the process, but leaves historical records behind. This is not ideal for configuration testing, because it doesn't fully reset the process state.

* Why Start Performance Review only (not Calibration)

* Calibration events are tied to performance reviews. If you rescind the performance review, the associated calibration processes are also cleared.

* If you attempt to rescind or cancel both Performance Review and Calibration separately, it can cause unnecessary complications.

* Why including subprocesses

* Performance Review has multiple subprocesses (e.g., goal population, manager review, employee self-evaluation, calibration triggers).

* To fully clear the faulty test run, you must include all subprocesses; otherwise, remnants of the process remain in-progress and may block future testing.

* Incorrect Options Explained

* A. Mass Rescind (Performance Review + Calibration, no subprocesses) # Wrong, because calibration rescinds automatically when you rescind the review, and leaving out subprocesses creates incomplete cleanup.

* C. Mass Cancel (Performance Review + Calibration, with subprocesses) # Wrong, because Cancel does not fully reset configuration testing.

* D. Mass Cancel (Performance Review only, no subprocesses) # Wrong, same reason: Cancel is insufficient, and leaving subprocesses active breaks cleanup.

References

* Workday Pro Talent & Performance Study Guide - Calibration & Performance Reviews: "When testing configuration errors, rescind the performance review with all subprocesses. Do not cancel, as this preserves process history and does not allow a clean retest."

* ERP Cloud Training - Workday Performance Review & Calibration: "Rescind clears all subprocesses linked to the review, including calibration. Cancel only halts the process without fully removing it."

* Workday Community Documentation - Mass Business Process Actions: Confirms that Rescind fully clears test data, while Cancel leaves records intact.

NEW QUESTION # 51

Your organization has detailed new goals that are tied to your divisions. The manager of each division needs to create a goal, then distribute that goal to their direct reports.

What task do managers use to accomplish this?

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

Answer: B

Explanation:

* Add Goal To Employees is used for bulk assigning existing goals to workers, not for creating new organizational goals.

* Maintain Goal Completion Statuses is used to track and update progress, not goal creation.

* Create Goal for Worker applies only to individual workers.

* Manage Organization Goals is the correct task for a manager to create a goal at the division or supervisory organization level and cascade it to their direct reports.

References:

Workday Talent & Performance: Goal Management.

Workday Pro study guide: "Managers use Manage Organization Goals to create and cascade organizational goals to their teams."

NEW QUESTION # 52

While configuring the Performance Review business process, you added a Complete Additional Manager Evaluation step. However, when testing, the manager is not receiving the Inbox task to select other managers.

What do you configure on the employee review template to route this step to the manager's Inbox?

- A. Add a rule in the Applies To field to limit performance reviews to workers with additional jobs.
- B. Add a competencies section to the template.
- **C. Enable the Additional Manager Evaluation for All Sections on the Other Reviewer Options section.**
- D. Require Additional Managers to enter a comment in the Overall section.

Answer: C

Explanation:

* When you add a Complete Additional Manager Evaluation step in the Performance Review BP, the system only generates the Inbox task if the employee review template is configured to allow it.

* This is controlled in the Other Reviewer Options section of the template.

* You must enable "Additional Manager Evaluation for All Sections" for the task to route correctly.

* Incorrect options:

* A. Adding a competencies section is unrelated to routing.

* B. Requiring comments in the Overall section doesn't trigger the step.

* D. Applies To field rules limit applicability but won't control routing to the direct manager.

References:

Workday Employee Review Template configuration guide.

Workday Pro exam material: "Enable Additional Manager Evaluation for All Sections in the template to activate the BP step."

NEW QUESTION # 53

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. Manual Entry
- C. Calculated Ratings with Overrides
- **D. Prompt for Overall Rating**

Answer: D

Explanation:

* When you want a performance review template with only an Overall section, the correct configuration is Prompt 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 # 54

Refer to the following scenario to answer the question below.

Your Performance Review business process includes the following steps:

- (a) Set Review Content
- (b) Get Additional Reviewers
- (c) Complete Self Evaluation
- (d) Complete Manager Evaluation

For the Get Additional Reviewers step, a worker submits reviewer names, then their manager needs to approve the proposed additional reviewers.

Where would you configure this approval step?

- **A. On the Get Additional Reviewers subprocess, immediately after the initiation step**
- B. On the Performance Review business process, immediately after the Get Additional Reviewers step
- C. On the Get Additional Reviewers subprocess, immediately after the Complete Additional Evaluation for Performance Review step

- D. On the Performance Review business process, immediately after the Complete Manager Evaluation step

Answer: A

Explanation:

- * The Get Additional Reviewers subprocess is responsible for collecting reviewer nominations.
- * If you want the manager to approve reviewer names after a worker submits them, you configure an Approval step inside this subprocess.
- * It should be placed immediately after the initiation step to ensure manager approval occurs before reviewers are finalized.
- * Incorrect options:
- * A. Adding approval in the main Performance Review BP won't tie it directly to the reviewer nominations.
- * B. Placing approval after "Complete Additional Evaluation" is too late-reviewers would already be acting.
- * C. Approval after manager evaluation is unrelated to reviewer setup.

References:

Workday Performance Review subprocess design documentation.

Workday Pro Talent & Performance exam prep: "Manager approval of reviewer nominations must be configured in the Get Additional Reviewers subprocess."

NEW QUESTION # 55

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