

# Quiz 2025 Workday Trustable Workday-Pro-Talent-and-Performance Testdump



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As for preparation for an exam, some necessary Workday-Pro-Talent-and-Performance Study Guide will be need for practicing, but we may also have the concern that if we buy the Workday-Pro-Talent-and-Performance study guide, whether the safety of the personal information can be ensured. The answer is yes, we respect the privacy of our customers. Your personal information will be protected well. We also won't send the junk mail to bother you. Choose us, and you will be free of many bothers.

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

Topic	Details
Topic 1	<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 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>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>

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>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>

## Workday Pro Talent and Performance Exam Sample Questions (Q35-Q40):

### NEW QUESTION # 35

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.

The New Hire 90 Day Check-In template has several sections, including Questions and Overall. As an administrator, you want to schedule this process to route to all new hires each month.

What Employee Review Template configuration restricts the template to only new hires after 90 days?

- A. Applies to
- B. Layout Override
- C. Period Start Date/Period End Date
- D. Review Type

### Answer: A

Explanation:

- \* The **Applies To** field on the Employee Review Template determines which population is eligible for the review.
- \* To restrict the 90-Day Check-In template so that it only applies to new hires after 90 days, you configure the **Applies To** criteria accordingly (e.g., based on hire date relative to review launch date).

\* Incorrect options:

- \* Review Type# categorizes reviews (annual, quarterly, etc.), but does not restrict worker population.
- \* Period Start/End Dates# define review timeframe, not eligibility rules.
- \* Layout Override# controls template layout, not applicability.

References:

Workday Employee Review Template configuration guide.

Workday Pro Talent & Performance exam prep: "Use **Applies To** to restrict review templates to new hires after 90 days."

### NEW QUESTION # 36

You would like to use Skills Cloud as the primary source for skill searches.

What task would you access to meet this requirement?

- A. Maintain Skill Vendors
- B. **Maintain Skills and Experience Setup**
- C. Maintain Skill Item Categories
- D. Maintain Skills

### Answer: B

Explanation:

- \* To configure Skills Cloud as the primary source for skill searches, you use the **Maintain Skills and Experience Setup** task.
- \* This task controls whether Workday tenant prioritizes Skills Cloud suggestions and searches versus custom skill libraries.
- \* Incorrect options:

\* **Maintain Skill Item Categories**# categorizes skills, not source priority.

- \* Maintain Skill Vendors# used for external vendor integrations.
- \* Maintain Skills# used for creating/editing skills but not selecting Skills Cloud as the default.

References:

Workday configuration guide: Skills Cloud setup.

Workday Pro certification prep."Maintain Skills and Experience Setup controls whether Skills Cloud is the primary search source."

## NEW QUESTION # 37

What field does Workday require when you create a competency?

- A. Category
- B. Competency Description
- **C. Name**
- D. Proficiency Rating Scale

**Answer: C**

Explanation:

When creating a Competency in Workday Talent & Performance, the system enforces certain required fields.

\* Name:

\* This is the mandatory field. Every competency must have a name so it can be identified in job profiles, performance reviews, and talent pools.

\* Without a name, Workday will not allow you to save or proceed.

\* Proficiency Rating Scale:

\* This is important for measuring competencies (e.g., Basic # Intermediate # Advanced # Expert).

\* However, it is not required at the point of creation. If you don't assign one, the system can still save the competency, though you may not be able to rate employees effectively without linking a scale later.

\* Competency Description:

\* Highly recommended for clarity and reporting.

\* But this field is optional, not enforced by Workday.

\* Category:

\* Used to group competencies (e.g., Leadership, Technical, Communication).

\* Again, optional and for organizational purposes only.

Thus, while other fields add functionality and structure, the only required field to create a competency is the Name.

#References

\* Talent & Performance Learning Material: Competencies are created with "Name" as required, while "Description, Proficiency Scale, and Category" are optional metadata used to support evaluation and reporting.

\* Workday Pro Talent & Performance study outlines: Under the Competencies section, it explicitly states: "The only mandatory field is Name. Description, Proficiency Rating Scale, and Category are optional fields that can be configured for richer competency management." #web source Talent & Performance training + community notes#

\* ERP Cloud Training - Workday Talent & Performance course: Highlights that "Name is required when creating a competency; all other fields are optional depending on business needs."

## NEW QUESTION # 38

Your organization launches talent reviews for the entire organization on an annual basis. You created a new Talent Lead security group to initiate the talent review event.

What do you need to modify to enable this configuration?

- **A. Both the Launch Talent Reviews business process security policy and the Talent Review domain security policy**
- B. The Launch Talent Reviews business process security policy
- C. Both the Talent Review business process security policy and the Talent Review domain security policy
- D. The Talent Review business process security policy

**Answer: A**

Explanation:

This scenario involves enabling a new security group (Talent Lead) to initiate Talent Review events in Workday. To achieve this, you need to configure both the business process security and domain security that govern Talent Reviews.

\* Launch Talent Reviews business process security policy

\* This policy controls who has permission to initiate the Talent Review event.

- \* Without updating this, the new Talent Lead group cannot start the review process.
- \* Talent Review domain security policy
- \* This policy governs access to Talent Review objects, such as templates, review events, grids, and attributes.
- \* Without updating domain security, even if the group can launch the process, they will not be able to view or interact with the talent review itself.
- \* Incorrect alternatives
- \* Option B (Launch Talent Reviews only): This would allow the group to initiate the process, but they would lack access to view or work with the reviews.
- \* Option C (Talent Review business process security policy): There is no generic "Talent Review business process"; the correct one is "Launch Talent Reviews."
- \* Option D (Talent Review business process + domain security): Misstated. The business process in question is "Launch Talent Reviews," not a general Talent Review business process.

Therefore, the correct answer is to update both the Launch Talent Reviews business process security policy and the Talent Review domain security policy so that the Talent Lead group has both initiation rights and access permissions.

References

- \* Workday Pro Talent & Performance Certification Guide - Security in Talent Reviews: Explains that both business process security and domain security must be configured for security groups responsible for launching talent reviews.
- \* ERP Cloud Training - Talent Review Security: Notes that business process security grants initiation rights, while domain security controls access to objects and review content.
- \* Workday Community Documentation - Talent Review Setup: Confirms that both the Launch Talent Reviews business process policy and the Talent Review domain security policy must be modified when a new security group is added to initiate reviews.

## NEW QUESTION # 39

An employee had a manager from January through August. The employee then had a new manager from September through December.

In the Start Performance Review business process, for the Complete Manager Evaluation step, what security group would you use to route the step to the employee's manager that they had in January?

- A. Primary Manager
- B. Matrix Manager
- C. Manager
- D. Manager for Majority of Event

### Answer: D

Explanation:

- \* In a performance review event spanning multiple months, Workday determines which manager should receive the evaluation step.
- \* The option Manager for Majority of Event ensures that the manager who supervised the employee for the longest portion of the review period (in this case, January-August) is the one who receives the task.
- \* Incorrect options:
- \* A. Manager # routes to current manager by default, not historical.
- \* C. Matrix Manager # used for matrix org relationships, not standard review.
- \* D. Primary Manager # is the current primary manager at the time of launch.

References:

Workday Business Process configuration rules for manager evaluation steps.

Workday Pro study content: "Use Manager for Majority of Event when you need the prior manager to complete the evaluation."

## NEW QUESTION # 40

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