

Quiz 2025 Workday Workday-Pro-Talent-and-Performance: Latest Workday Pro Talent and Performance Exam Sure Pass



All kinds of exams are changing with dynamic society because the requirements are changing all the time. To keep up with the newest regulations of the Workday Pro Talent and Performance Exam exam, our experts keep their eyes focusing on it. Expert team not only provides the high quality for the Workday-Pro-Talent-and-Performance Quiz guide consulting, also help users solve problems at the same time, leak fill a vacancy, and finally to deepen the user's impression, to solve the problem of Workday Pro Talent and Performance Exam test material and no longer make the same mistake.

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

Topic	Details
Topic 1	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 2	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 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	• 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.
Topic 5	• 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.

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

NEW QUESTION # 41

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. Skills Cloud skills
- **B. Maintained skills**
- C. Synonymous skills
- D. Crowdsourced 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 # 42

You want each talent partner to create their own talent pools and be able to manually add or remove pool members.
If they choose to create a pool that is not shared with others, what type of talent pool will they create?

- **A. Private Static Talent Pool**
- B. Restricted Static Talent Pool
- C. Restricted Dynamic Talent Pool
- D. Private Dynamic Talent Pool

Answer: A

Explanation:

- * Static Talent Pools allow manual addition and removal of members.
- * Private means the pool is only visible to the creator and not shared with others.
- * Therefore, a Private Static Talent Pool lets talent partners create their own pools, manage membership manually, and keep them unshared.
- * Incorrect options:
 - * Dynamic Pools# membership is controlled by saved searches, not manual additions.
 - * Restricted Pools# visibility is limited to certain groups but still shared, not completely private.

References:

Workday Talent Pools configuration guide.

Pro certification training: "Private Static Pools allow personal management of membership without sharing."

NEW QUESTION # 43

Your performance review template has three sections, in addition to an Overall section. The template uses item averaging to calculate an overall rating.

Managers will enter ratings for multiple items in each of the first three sections.

What is the expected behavior when Workday calculates the overall rating?

- A. The calculation includes an equal weight to each item rated.
- B. The calculation includes assigned weightings for each item.
- C. The calculation includes assigned weightings for each item and each section.
- D. The calculation includes assigned weightings for each section.

Answer: A

Explanation:

- * When a performance review template uses Item Averaging:
- * Workday calculates the average rating across all rated items within the sections.
- * Each item carries equal weight, regardless of section or item weighting.
- * If weighting was required, you would instead use Weighted Average, which allows assigning weights to items and/or sections.
- * Therefore, item averaging = equal weight for each item.

References:

Workday Performance Review configuration: Item Averaging vs. Weighted Averaging.

Workday Pro Talent & Performance exam guide: "Item averaging gives equal weight to all items across sections."

NEW QUESTION # 44

Refer to the following scenario to answer the question below.

Maintain Goal Setup

Configure Individual Goals

1 Item

Process	*Field	*Criteria	Enforce Required in Web Services	Hidden For	Required For
Manage Goals	+				

> More Information Test 4 engine

Configure Organization Goals

- ☐ Organization Alignment
- ☐ Organization Goal Allows Organization Alignment Through Hierarchy
- ☐ Default Organization Goal to Private
- ☐ Visible Percent Complete
- ☐ Allow Automatic Calculation of Percent Complete

Configure Goals In Reviews

- ☐ Lock Goals Associated with In Progress Reviews
- ☐ Allow Deletion of Goals Associated with Reviews
- ☐ Allow Ordering of Goals in Reviews

An enterprise creates organizational goals that include the following criteria:

- * The organizational goals span five years.
- * Workers can align their individual goals with the organizational goals.
- * Workers must provide a description for each individual goal.
- * Each individual goal must fall within one of three groupings.

When workers create their goals, they need to include a goal description.

Where do you make the goal description a required field?

- A. Maintain Goal Units task
- B. Configure Organization Goals section
- C. Configure Individual Goals section
- D. Maintain Goal Categories task

Answer: C

Explanation:

* To make specific goal fields mandatory (such as requiring a goal description), you must configure this in the Configure Individual Goals section of the Maintain Goal Setup task.

* In this section, administrators define which fields are:

* Required (must be completed by the worker),

* Optional, or

* Hidden (not shown to users).

* The Maintain Goal Categories task only sets up categories such as Innovation, Financial, Productivity.

* The Maintain Goal Units task configures measurement units (e.g., percentages, dollars).

* The Configure Organization Goals section governs how enterprise-level organizational goals behave, but does not control whether an individual field like "Description" is required.

Therefore, to enforce that workers must always provide a goal description, you configure this requirement in the Configure Individual Goals section.

References:

Workday Talent & Performance Admin Guide: "Configure Individual Goals section allows fields such as description, due date, and measurement to be marked as required or optional." Workday Pro Talent & Performance study material confirms: "Goal description requirements are set in Configure Individual Goals, not in organization goal setup or categories."

NEW QUESTION # 45

The HR department wants to gather talent information from their employees and managers.

What business process can they use?

- A. Complete Manager Evaluation
- B. Start Performance Review
- C. Launch Talent Review
- D. Launch Calibration

Answer: C

Explanation:

* The Launch Talent Review business process is used by HR and Talent Partners to gather, review, and calibrate employee

information from both employees and managers.

* It provides a structured way to collect talent-related data (performance, potential, risk of loss, impact of loss, etc.) for workforce planning and succession.

* Incorrect options:

* Complete Manager Evaluation# part of performance reviews, not general talent data gathering.

* Launch Calibration# aligns ratings but does not broadly gather talent information.

* Start Performance Review# focused on annual/performance evaluations, not holistic talent review.

References:

Workday Talent Review documentation:"Launch Talent Review is the business process to gather talent information from employees and managers."

NEW QUESTION # 46

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Actual Questions

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