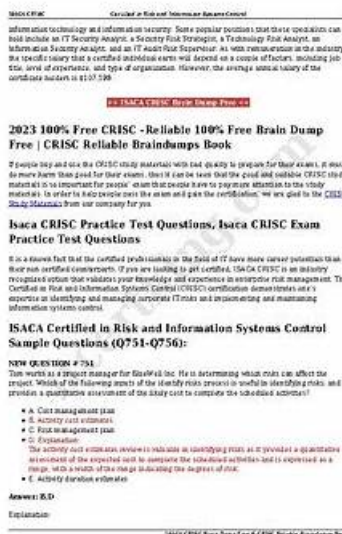


# Reliable Workday-Pro-Talent-and-Performance Braindumps Book, Workday-Pro-Talent-and- Performance Latest Exam Format



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

Topic	Details
Topic 1	<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 2	<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 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>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 5	<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>

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### Workday Pro Talent and Performance Exam Sample Questions (Q12-Q17):

#### NEW QUESTION # 12

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

**Answer: B**

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 # 13

Before the performance review event began, workers set their goals. You want to automatically include their goals in the performance review content.

What configuration option do you select on the employee review template?

- A. Show Additional Rating to Employee
- **B. Load Relevant Goals**
- C. Items Rated
- D. Allow User to Add Existing Goals Manually

**Answer: B**

Explanation:

\* To automatically include goals that workers set before the review began, enable Load Relevant Goals on the employee review template.

\* This ensures the goals tied to the review period are pulled into the content automatically.

\* Incorrect options:

\* Allow User to Add Existing Goals Manually# lets employees add goals one by one, not automatic.

\* Show Additional Rating to Employee# provides extra rating display, unrelated to loading goals.

\* Items Rated# defines what is rated in the review but doesn't auto-load goals.

References:

Workday employee review template configuration.

Workday Pro Talent & Performance exam content: "Load Relevant Goals automatically includes active goals tied to the review period."

#### NEW QUESTION # 14

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

**Answer: C**

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 # 15

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. Create Goal for Worker
- **C. Manage Organization Goals**
- D. Add Goal To Employees

**Answer: C**

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 # 16

A manager wants to request feedback about a worker.

They select a locked feedback template to initially populate questions. What can the manager do?

- A. The manager may add a question from a bank of previously written questions.
- B. The manager may edit the defaulted questions to better meet their requirements.
- **C. The manager may only use the default questions.**
- D. The manager may add additional new questions.

**Answer: C**

Explanation:

- \* Feedback templates in Workday can be delivered as locked or editable.
- \* A locked feedback template ensures consistency across the organization, meaning the manager cannot add, edit, or delete questions.
- \* Only the default questions included in the template may be used.
- \* Options A, C, and D would apply if the template were editable, but they are not possible in a locked template.

References:

Workday Feedback configuration documentation.

Workday Pro Talent & Performance certification study material: "Locked templates prevent managers from adding or editing questions. Only the delivered questions are used."

### NEW QUESTION # 17

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