

# Valid Dumps Workday-Pro-Talent-and-Performance Ppt & New Workday-Pro-Talent-and-Performance Test Tutorial



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

Topic	Details
Topic 1	<ul style="list-style-type: none"> <li>• <b>Performance Enablement:</b> 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>• <b>Business Process Management (BPM):</b> 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 3	<ul style="list-style-type: none"> <li>• <b>Talent Management (TM):</b> 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 4	<ul style="list-style-type: none"> <li>• <b>Operational Reporting:</b> 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 5	<ul style="list-style-type: none"> <li>• <b>Configurable Security:</b> 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>

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## New Workday-Pro-Talent-and-Performance Test Tutorial | Latest Workday-Pro-Talent-and-Performance Test Notes

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### Workday Pro Talent and Performance Exam Sample Questions (Q18-Q23):

#### NEW QUESTION # 18

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

**Answer: D**

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 # 19

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

**Answer: C**

#### 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 # 20

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

**Answer: D**

#### 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 # 21

Refer to the following scenario to answer the question below.

ITCERTTEST  
IT Exam study guide / simulations

#### Configure Individual Goals

1 Item

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

> More Information

#### Configure Organization Goals

Organization Alignment ☐

Organization Goal Allows Organization Alignment Through Hierarchy ☐

Default Organization Goal to Private ☐

Enable 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 ☐

ITCERTTEST  
IT Exam study guide / simulations

Maintain Goal Units   Maintain Goal Payout Bands   Configure Talent Tags   Maintain Goal Categories   **Maintain Goal Periods**   Maintain Goal Completion Statuses

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.

The current five-year timeframe for organizational goals is ending and you want to create new organizational goals. What task do you use to create the next five-year cycle?

- A. Maintain Goal Completion Statuses
- B. Maintain Goal Categories
- C. Maintain Goal Periods
- D. Maintain Goal Payout Bands

**Answer: C**

Explanation:

- \* Organizational goals are tied to goal periods, which define the timeframe (e.g., annual, multi-year, or in this case, a five-year cycle).
  - \* When the current five-year period ends, you must create a new goal period in order to define the next cycle of organizational goals.
  - \* The other tasks do not apply here:
  - \* Maintain Goal Categories# defines groupings such as Innovation, Financial, Productivity, but does not manage timeframes.
  - \* Maintain Goal Payout Bands# used for goal-linked compensation or incentive payouts.
  - \* Maintain Goal Completion Statuses# manages status labels such as "Not Started, In Progress, Complete," not periods.
- Therefore, to establish the next five-year organizational goal cycle, you use the Maintain Goal Periods task.

References:

Workday Talent & Performance configuration documentation: "Maintain Goal Periods allows organizations to define new cycles (e.g., annual or multi-year) for organizational and individual goals." Workday Pro Talent & Performance certification material: "Organizational goal cycles are created and managed via Maintain Goal Periods."

### NEW QUESTION # 22

A manager wants to cascade a goal to several workers.

What option is available in the Add Goal to Employees task?

- A. Succession Pool
- **B. Organizations**
- C. Job Profile
- D. Job Family

**Answer: B**

Explanation:

\* In the Add Goal to Employees task, managers can cascade or assign goals to groups of workers.

\* The available grouping option is by Organizations (e.g., supervisory organizations, cost centers, custom organizations).

\* Succession Pools, Job Profiles, and Job Families are not selection criteria in this task. Those are used in talent or competency management contexts but not in mass goal assignment.

References:

Workday Talent & Performance documentation, Goal Management section.

Workday Pro Talent & Performance training guide: "Add Goal to Employees allows assignment to selected workers or by organizations, not by succession pools, job profiles, or job families."

### NEW QUESTION # 23

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