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

Topic	Details
Topic 1	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 2	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 3	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.
Topic 4	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 5	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.

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you. BootcampPDF provide training resource that include simulation test software, simulation test, practice questions and answers about Workday Certification Workday-Pro-Talent-and-Performance Exam. We can provide the best and latest practice questions and answers of Workday certification Workday-Pro-Talent-and-Performance exam to meet your need.

Workday Pro Talent and Performance Exam Sample Questions (Q47-Q52):

NEW QUESTION # 47

When a position has a succession plan, what talent attribute identifies the timeframe that you expect a specific worker to move into that position?

- A. Potential
- B. Achievable Level
- C. Retention
- **D. Readiness**

Answer: D

Explanation:

* In succession planning, the Readiness talent attribute represents the timeframe in which a worker is expected to be ready to move into a position (e.g., "Ready Now," "1-2 Years," "3-5 Years").

* Incorrect options:

* A. Achievable Level # indicates the highest role/level a worker may reach, not timeframe.

* B. Retention # risk of employee leaving, not succession readiness.

* D. Potential # overall growth capacity, not time-based readiness.

References:

Workday Succession Planning documentation: "Readiness specifies the timeframe for potential successors."

NEW QUESTION # 48

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

Answer: A

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 # 49

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

What business process can they use?

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

- D. Launch Calibration

Answer: A

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 # 50

You want to configure your Performance Review business process so that other users can rate an employee's competencies. Which subprocesses do you configure for this?

- A. Get Additional Reviewers for Performance Review and Complete Additional Manager Evaluation for Performance Review
- B. Get Additional Manager Evaluation for Performance Review and Complete Additional Evaluation for Performance Review
- **C. Get Additional Reviewers for Performance Review and Complete Additional Evaluation for Performance Review**
- D. Get Additional Manager Evaluation for Performance Review and Complete Additional Manager Evaluation for Performance Review

Answer: C

Explanation:

- * To allow other users (besides the direct manager) to rate competencies:
- * Use Get Additional Reviewers for Performance Review # allows nominating additional evaluators.
- * Then use Complete Additional Evaluation for Performance Review # routes the evaluation step to the selected additional reviewers.
- * Incorrect options mix up "Additional Manager" with "Additional Reviewer." Managers are a subset, but to include broader participants, the correct subprocesses are Reviewers + Evaluation.

References:

Workday Performance Review BP design documentation.

Workday Pro Talent & Performance exam material: "For additional reviewers (not limited to managers), configure Get Additional Reviewers + Complete Additional Evaluation subprocesses."

NEW QUESTION # 51

An enterprise uses only the job management staffing model. What option groups workers for succession purposes?

- A. Development Plan
- **B. Succession Pools**
- C. Candidate Pools
- D. Succession Plans

Answer: B

Explanation:

- * Even when using a job management staffing model, organizations use Succession Pools to group workers for succession planning.
- * Pools identify workers with potential to step into key roles in the future.
- * Incorrect options:
- * A. Development Plan # defines individual growth steps, not succession grouping.
- * B. Candidate Pools # used in recruiting, not succession.
- * C. Succession Plans # tied to specific positions or job profiles, not used for general grouping in job management models.

References:

Workday Succession Planning guide:"Succession Pools are used to group workers in job management staffing models."

NEW QUESTION # 52

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