

Workday Workday-Pro-Talent-and-Performance Cheap Dumps | Workday-Pro-Talent-and-Performance Updated Demo



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

Topic	Details
Topic 1	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 2	• 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 3	• 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 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	• 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.

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Workday Pro Talent and Performance Exam Sample Questions (Q22-Q27):

NEW QUESTION # 22

An organization wants to assign the same employee on two succession plans.
What task should they use to complete this?

- A. Copy Succession Plan Candidates
- B. Move Succession Plan
- C. Create Succession Pool
- **D. Manage Succession Plan**

Answer: D

Explanation:

* TheManage Succession Plantask allows administrators or managers to assign employees to one or more succession plans, including assigning the same employee to multiple plans.

* Incorrect options:

* A. Create Succession Pool # creates a new pool, unrelated to assigning to multiple plans.

* B. Move Succession Plan # used for plan reorganization, not assigning individuals.

* C. Copy Succession Plan Candidates # duplicates candidate lists from one plan to another, but is not the standard method for assignment.

References:

Workday Succession Planning configuration documentation.

Workday Pro Talent & Performance study guide:"Use Manage Succession Plan to add workers to one or multiple plans."

NEW QUESTION # 23

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. Maintained skills
- B. Skills Cloud skills
- C. Crowdsourced skills
- D. Synonymous skills

Answer: A

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 # 24

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

Configure Organization 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 ☐

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.

Workers' individual goals fall within one of three groups: Innovation, Financial, or Productivity.

Where do you configure the groupings?

- A. Configure Goals to Review section
- B. Configure Talent Tags task
- **C. Maintain Goal Categories task**
- D. Configure Organization Goals section

Answer: C

Explanation:

- * In the scenario, each worker's goal must fall under one of three groupings: Innovation, Financial, Productivity.
- * These groupings are set up using Goal Categories.
- * The Maintain Goal Categories task allows administrators to define these categories and enforce categorization for goal entry.
- * Incorrect options:
- * Configure Goals in Review section# affects reviews, not groupings.
- * Configure Organization Goals section# applies to enterprise-level goals, not categorization.
- * Configure Talent Tags task# defines tags used for reporting, not enforced groupings.

References:

Workday Goal Management admin setup: "Use Maintain Goal Categories to define groupings for goals." Workday Pro Talent & Performance certification material: Goals must be categorized via categories, not talent tags.

NEW QUESTION # 25

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

Answer: C

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 # 26

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. Review Type
- D. Period Start Date/Period End Date

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 # 27

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