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

Topic	Details
Topic 1	• 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 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	• 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	• 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 5	• 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.

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Workday Pro Talent and Performance Exam Sample Questions (Q33-Q38):

NEW QUESTION # 33
Refer to the following scenario to answer the question below.

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 Payout Bands
- C. Maintain Goal Periods
- D. Maintain Goal Categories

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 theMaintain Goal Periodstask.
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 # 34

You want to launch a talent review for a group of workers who do not belong to the same organization.
What option allows for this?

- A. Job Family
- B. Supervisory Organization
- C. Custom Organization
- D. Talent Pool

Answer: D

Explanation:
* To launch aTalent Reviewfor a group of workers who do not share the same supervisory organization, you can use aTalent Pool.
* Talent pools allow grouping across organizations, job families, or geographies.
* Incorrect options:
* Job Family# groups roles, not flexible enough for reviews across diverse workers.
* Supervisory Organization# too restrictive; only covers workers within that org.
* Custom Organization# useful for grouping but not directly designed for Talent Review events.
References:
Workday Talent Review configuration: Talent Pools as input populations.
Workday Pro Talent & Performance prep: "Use Talent Pools when reviewing cross-org worker groups."

NEW QUESTION # 35

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 Poolsallowmanual addition and removalof members.
* Privatemeans the pool is only visible to the creator and not shared with others.
* Therefore, aPrivate Static Talent Poollets 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 # 36

Which configuration is responsible for determining what actions employees and managers can take during a talent review?

- A. Employee potential
- B. Domain security
- C. Organization membership
- D. Talent review template rule

Answer: D

Explanation:
This question is aboutTalent Reviewsin Workday and what drives the permissions or actions that employees and managers can take during the review process.
Let's analyze the choices:
* A. Organization membership
* Incorrect.
* Organization membership (e.g., supervisory org, talent pool) determineswhich workersare included in the review.
* It does not determinewhat actionsmanagers or employees can take.
* B. Employee potential
* Incorrect.
* Employee potential is anattribute(like performance, loss impact, retention risk) used for evaluation in the talent review grid.
* It informs thecontentof the review, not the actions available to participants.
* C. Domain security
* Partially correct but not the best answer.
* Domain security determineswho has accessto initiate or view Talent Reviews, but it does not driveprocess actions inside the review(such as rating, adding notes, or calibrating).
* D. Talent review template rule
* Correct.
* TheTalent Review Template Ruledefines theconfiguration of the talent review process, including:
* Which sections appear (e.g., 9-box grid, attributes, notes).
* Which actions participants (employees, managers, HR partners) can perform.
* Whether calibration is enabled, whether participants can move employees between grid boxes, and other interactive review behaviors.
* This is the configuration responsible for controllingwhat employees and managers can do during a talent review event.
Therefore, the correct answer isTalent review template rule.
#References
* Workday Pro Talent & Performance Certification Guide - Talent Reviews:"The talent review template rule determines the structure of the review and what actions participants may take during the review."
* ERP Cloud Training - Workday Talent Reviews:"Template rules control functionality such as allowing participants to update potential ratings, add notes, or move workers in the grid. Security domains only manage access."
* Workday Community Documentation - Talent Review Configuration:Confirms thattemplate rules define the actions and behaviors within a talent review session.

NEW QUESTION # 37
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. Manage Succession Plan
- C. Create Succession Pool
- D. Move Succession Plan

Answer: B

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 # 38

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