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Workday Pro Certification exam Sample Questions (Q17-Q22):

NEW QUESTION # 17

An employee is undergoing a dissolution of domestic partnership (divorce) and requests that their ex-spouse be removed from their dependent profile. How should the benefits administrator handle this request?

- A. The benefits administrator should inactivate the dependent profile from related actions, which will automatically remove the dependent from all benefit elections.
- B. The benefits administrator should delete the elections from the dependent by processing a divorce benefit event and then delete the dependent from the system.
- C. The benefits administrator should delete the dependent profile from related actions, which will automatically remove the dependent from all benefit elections.
- **D. The benefits administrator should process the Dissolution of Domestic Partnership benefit event, which will remove all elections from the dependent. Then the benefits administrator will inactivate the dependent from their related actions.**

Answer: D

Explanation:

The correct answer is A because Workday benefits administration requires the administrator to first address the benefit elections tied to the dependent before removing the related person from active use. When a domestic partnership or marriage ends, the correct process is to run the appropriate life event so the system can properly terminate the dependent's benefit coverage, update eligibility, and maintain an accurate audit trail of the enrollment changes. After the benefit event removes the dependent from all applicable elections, the administrator can then inactivate the dependent through related actions on the dependent record.

Option B is incorrect because deleting a dependent from the system is not the proper approach and would not preserve history appropriately. Option C is also incorrect because deleting the dependent profile does not represent the standard Workday process for handling dependent removal from benefits. Option D is incomplete because simply inactivating the dependent profile does not correctly process the benefits event or ensure elections are ended through the proper event-driven mechanism. Workday relies on the life event first, followed by dependent inactivation.

NEW QUESTION # 18

What is true about setting up coordination of events in benefits?

- A. You should turn it off for all your events.
- **B. You should turn it off for mass events.**
- C. You should turn it off for passive events.
- D. You should turn it off for all your HR-related events.

Answer: B

Explanation:

The correct answer is C because coordination of events in Workday Benefits is designed to manage how multiple benefit events interact with each other, especially when they overlap in timing or impact similar coverage types. While coordination is useful for handling standard life events and ensuring proper sequencing, it is generally recommended to turn off coordination for mass events, such as Open Enrollment or large-scale administrative events.

Mass events typically involve a large population of employees and are intended to process uniformly without being impacted by other concurrent or prior events. If coordination is left enabled, it can introduce unnecessary complexity, delays, or unintended dependencies between events, potentially preventing mass processing from completing efficiently. Disabling coordination ensures that mass events run independently and consistently across all eligible employees.

Option A is incorrect because HR-related events often benefit from coordination to ensure proper sequencing and data integrity.

Option B is not correct because passive events may still require coordination depending on configuration. Option D is incorrect because coordination is an important feature and should not be universally disabled. Therefore, the best practice is to turn off coordination specifically for mass events.

NEW QUESTION # 19

What business process allows you to change benefit elections during HCM business processes like Hire and Change Job?

- A. Change Benefits for Open Enrollment
- B. Change Benefits for Global Modern Services
- **C. Change Benefits (Default Definition)**
- D. Change Benefits for Life Event

Answer: C

Explanation:

The correct answer is D because Change Benefits (Default Definition) is the standard business process in Workday that enables benefit elections to be triggered and processed in conjunction with core HCM events such as Hire, Change Job, or other staffing actions. This business process is designed to integrate with HCM workflows and ensures that benefit eligibility and enrollment opportunities are automatically initiated when relevant changes occur in a worker's employment status.

Option A is incorrect because Open Enrollment is a specific, scheduled event that applies to all eligible workers during a defined period, not to individual HCM transactions. Option B is also incorrect because Life Event processes are triggered by employee-reported changes such as marriage or birth, rather than system-driven HCM events. Option C is not a standard Workday benefits business process used for enrollment. The Default Definition provides the foundational configuration that links benefits processing with HCM business processes, allowing seamless and automated benefit election updates during key employment events.

NEW QUESTION # 20

When the Finalize Open Benefit Events action closes an overdue benefit event, Workday defaults employees into their current elections or to waive. Where do you configure this defaulting logic?

- **A. Enrollment Event Rule - Coverage Rules Tab**
- B. Enrollment Event Type
- C. Enrollment Event Rule - Loss of Coverage Tab
- D. Benefit Plan

Answer: A

Explanation:

The correct answer is A because the Coverage Rules tab within the Enrollment Event Rule is where Workday defines how elections are defaulted when an employee does not take action during a benefit event. This includes scenarios such as overdue events that are finalized using the Finalize Open Benefit Events process.

The system uses the defaulting logic configured in this tab-such as "Default to Current Elections or Waive"-to determine whether existing elections are carried forward or coverage is waived.

Option B is incorrect because the Enrollment Event Type defines the nature of the event and triggering conditions, but it does not control election defaulting behavior. Option C is also incorrect because the Loss of Coverage tab is used to manage coverage termination scenarios, not default election outcomes. Option D is incorrect because benefit plan configuration defines plan-specific details but does not control how elections default when no action is taken during an event. Therefore, to manage how Workday assigns elections when events are closed without employee input, the configuration must be set on the Coverage Rules tab of the Enrollment Event Rule .

NEW QUESTION # 21

A company is introducing a new gym membership benefit. Employees can enroll in at any time during the year. The only plan that should be available is the gym membership, and coverage and deductions should start first of the following month. What should the benefit administrator do to the enrollment event rule?

- **A. Add the new gym membership event type to the Start/Waive tab of the Enrollment event rule with coverage and deduction start dates as of the first of the following month.**
- B. Add the new gym membership event type to the Start/Waive tab of the Enrollment Event Rule with coverage and deductions start dates as Event Date.
- C. Add the new gym membership event type to the Loss of Coverage tab of the Enrollment event rule with coverage and deduction end dates as of the end of the month.
- D. Add the new gym membership coverage type to the Start/Waive tab under other event types with coverage and deductions starting as of the event date.

Answer: A

Explanation:

The correct answer is A because this scenario describes a benefit that employees may elect during the year as a new enrollment opportunity, which means the event belongs on the Start/Waive tab of the Enrollment Event Rule. The requirement also states that only the gym membership plan should be available and that both coverage and payroll deductions should begin on the first of the following month. The Start/Waive configuration is where Workday controls which coverage type is opened for election and how coverage and deduction effective dates are calculated for that event.

Option B is incorrect because the Loss of Coverage tab is used when coverage is ending, not when a worker is newly electing a plan. Option C is also incorrect because it would start coverage and deductions on the event date, which does not meet the stated timing requirement. Option D is incorrect because enrollment event rules are driven by event types, not by adding a coverage type in place of the event itself. Therefore, the administrator should add the gym membership event type to Start/Waive and configure the start logic for the first of the following month.

NEW QUESTION # 22

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