

# Workday-Pro-Benefits Zertifizierungsantworten & Workday-Pro-Benefits Prüfungsunterlagen



Sie haben einen großen Traum. Sie können viele Materialien zur Vorbereitung finden. Unsere Fragenkataloge zur Workday Workday-Pro-Benefits Zertifizierungsprüfung können Ihren Traum verwirklichen. Die Fragen und Antworten zur Workday Workday-Pro-Benefits Zertifizierungsprüfung von ZertFragen werden von den erfahrungreichen IT-Fachleuten bearbeitet. Mit unseren Produkten können Sie alle Probleme versuchen. Wir würden Ihnen versprechen, dass die Kandidaten die realen Antworten 100% bekommen.

## Workday Workday-Pro-Benefits Prüfungsplan:

Thema	Einzelheiten
Thema 1	<ul style="list-style-type: none"><li>• Payroll &amp; HCM Integration: Covers how benefits connect with payroll and HCM systems for automatic deductions and real-time updates.</li></ul>
Thema 2	<ul style="list-style-type: none"><li>• Benefits Setup and Administration: Covers end-to-end configuration of benefit plans, eligibility rules, life events, open enrollment, payroll linking, and exception handling.</li></ul>
Thema 3	<ul style="list-style-type: none"><li>• Real Time Practice: Covers hands-on configuration of benefit plans, enrollment simulations, and use of Workday's tenant and enrollment dashboards.</li></ul>

>> Workday-Pro-Benefits Zertifizierungsantworten <<

## Die anspruchsvolle Workday-Pro-Benefits echte Prüfungsfragen von uns garantiert Ihre bessere Berufsaussichten!

Um in einer Branche immer an führender Stelle zu stehen, muss das Unternehmen seine eigene Ressourcen zu vermehren. Wir ZertFragen aktualisieren kontinuierlich die Test-Bank und die Softwares. Deshalb können wir Ihnen garantieren, dass die Workday Workday-Pro-Benefits Prüfungssoftware, die Sie benutzen, enthält die neuesten und die umfassendsten Prüfungsunterlagen. In

Welcher Vorbereitungsphase der Workday Workday-Pro-Benefits Prüfung immer Sie stehen, kann unsere Software Ihr bester Helfer sein, denn die Prüfungsunterlagen der Workday Workday-Pro-Benefits werden von dem erfahrenen und qualifiziertem IT Eliteteam geordnet und analysiert.

## Workday Pro Certification exam Workday-Pro-Benefits Prüfungsfragen mit Lösungen (Q41-Q46):

### 41. Frage

Refer to the following scenario to answer the question below.

You need to configure an Open Enrollment event for your client, with these requirements:

All benefit coverages and deductions will start at the beginning of the new plan year.

Employees may select any benefit for which they are eligible.

If employees do not make changes during open enrollment, they should remain enrolled in the benefits they had prior to open enrollment.

If employees do not enroll in Health Savings Account and Flexible Spending Accounts, then those benefits should no longer be active for the employee.

On the Coverage Rules tab, what must you enter in the Defaulting Rules field to ensure employees making no changes to their medical or dental plans remain in the elections they had prior to open enrollment?

- A. Reinstate Previous Elections, Priority Coverage or Waive
- B. Default to Priority Coverage or Waive
- **C. Default to Current Elections or Waive**
- D. Default to Waive

**Antwort: C**

Begründung:

The correct answer is B because medical and dental plans typically follow a passive enrollment approach during Open Enrollment, meaning employees who take no action should automatically retain their current elections. In Workday, this behavior is controlled through the Defaulting Rules on the Coverage Rules tab of the Enrollment Event Rule. Selecting Default to Current Elections or Waive ensures that if an employee does not actively make changes, the system carries forward their existing elections into the new plan year.

This aligns with the requirement that employees remain enrolled in their prior medical and dental coverage unless they explicitly choose otherwise. Option A is incorrect because Priority Coverage is used when selecting among multiple available options rather than maintaining existing elections. Option C is not appropriate because it introduces unnecessary complexity and is not the standard configuration for passive enrollment scenarios. Option D is incorrect because Default to Waive would terminate coverage for employees who do not take action, which contradicts the requirement. Therefore, using Default to Current Elections or Waive ensures consistent continuation of coverage for passive enrollment plans like medical and dental.

### 42. Frage

An employee navigates to the Benefits and Pay Hub and initiates a birth event. What business process are they using?

- A. Dependent Event
- B. Change Beneficiary
- **C. Change Benefits**
- D. Change Benefit Job

**Antwort: C**

Begründung:

The correct answer is D because in Workday, when an employee initiates a life event such as the birth of a child through the Benefits and Pay Hub, the system launches the Change Benefits business process. This process is the central workflow used to capture and process benefit election changes resulting from qualifying life events. The birth event acts as the trigger, but the actual business process used to manage elections, review options, and submit changes is Change Benefits.

Option A is incorrect because Change Benefit Job is not a standard Workday process related to life event benefit changes. Option B is also incorrect because while the birth of a child is a dependent-related event,

"Dependent Event" is not the name of the business process used to process benefit elections. Option C is incorrect because Change Beneficiary is used specifically for updating beneficiary designations, not for enrolling dependents or modifying benefit elections. The correct process that handles employee-initiated benefit changes from life events is Change Benefits, making it the correct answer.

#### 43. Frage

What configuration limits an employee's self-service benefit event initiation to within 30 days of today's date?

- A. On the Enrollment Event Type, configure Days to Enroll to 30 and select Do Not Reprocess Future Events.
- B. On the Enrollment Event Type, configure Days to Enroll to 30 and select Do Not Reprocess.
- C. On the Enrollment Event Type, select Reinstatement Event and enter 30 days in the Reinstatement Period Time Units field.
- **D. On the Enrollment Event Type, configure Days to Enroll to 30 and select Employee Cannot Report After Days to Enroll.**

**Antwort: D**

Begründung:

The correct answer is C because Workday controls how long an employee has to report a self-service life event through the Days to Enroll value combined with the Employee Cannot Report After Days to Enroll setting on the Enrollment Event Type. When Days to Enroll is set to 30, the system establishes a 30-day reporting window from the event date. Selecting Employee Cannot Report After Days to Enroll enforces that limit by preventing employees from initiating or submitting the event after the allowed timeframe has passed.

Option A is incorrect because Do Not Reprocess relates to event reprocessing behavior and does not limit how long an employee has to report the event. Option B is also incorrect because Do Not Reprocess Future Events manages future event handling rather than self-service submission timing. Option D is unrelated because the Reinstatement Event configuration is used for rehired workers or reinstatement scenarios, not for setting the reporting window for standard employee-initiated life events. To restrict employee self-service benefit event initiation to within 30 days, the correct setup is Days to Enroll plus the Employee Cannot Report After Days to Enroll control.

#### 44. Frage

While creating a benefit plan you receive the following Workday-delivered error message:

"Error: You must enter today's date or a date in the past. You cannot enter a future date." How can you ensure your plan is available for enrollment next year?

- A. The plan will be automatically available for enrollment based on the effective date of the benefit plan.
- B. Mark the plan as Inactive on the benefit plan setup until it is available for enrollment.
- C. Add the plan to the current benefit plan year definition so it is available for enrollment next year.
- **D. Add the plan to the appropriate benefit plan year definition to make it active during a plan year.**

**Antwort: D**

Begründung:

The correct answer is B because Workday separates plan configuration dates from plan availability for enrollment through the use of benefit plan year definitions. Even though the system restricts entering a future effective date during plan creation, administrators can still control when a plan becomes available by associating it with a specific benefit plan year. The plan year defines the enrollment period, coverage dates, and availability of benefit plans for a given cycle, such as the upcoming year.

By adding the plan to the appropriate future benefit plan year definition, the administrator ensures that the plan is included in enrollment events like Open Enrollment for that year. Option A is incorrect because the effective date alone does not determine enrollment availability. Option C is not appropriate, as marking a plan inactive prevents usage rather than scheduling future availability. Option D is incorrect because assigning the plan to the current plan year does not make it available for the next year's enrollment. Proper configuration of the benefit plan year is the correct approach to control timing and availability.

#### 45. Frage

You create a cross-plan dependency to require employees to enroll in Basic Life before they can enroll in Spouse Life. The cross-plan dependency does not have a benefit group in the Benefit Group field. What is the expected behavior?

- A. You can save a cross-plan dependency without entering a benefit group but it will not be valid. You will get an alert.
- **B. The cross-plan dependency will apply to all benefit groups.**
- C. You cannot save a cross-plan dependency without entering a benefit group. You will get an error.
- D. The cross-plan dependency will not apply to any benefit groups.

**Antwort: B**

Begründung:



[myportal.utt.edu.tt](http://myportal.utt.edu.tt), [admiralbookmarks.com](http://admiralbookmarks.com), Disposable vapes