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Terms in this set (72)

You want to set up benefit partners to only see and support workers in a specific location in hierarchies. What security group type allows you to identify the benefits partners as members and allow you to constrain their access defined location hierarchies?	Role-based constrained
How are user based security groups assigned to a worker?	They are assigned based on role assignment
Which security group types use other security groups to determine membership?	Role- based unconstrained and organization membership

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Workday Pro Certification exam Sample Questions (Q53-Q58):

NEW QUESTION # 53

The benefit partner is monitoring new hire benefit events that are in progress. What report provides this information?

- A. Open Enrollment Status
- B. Benefit Group Audit
- C. Benefit Census
- D. Benefit Events Status

Answer: D

NEW QUESTION # 54

Under what conditions will an employee have two events open simultaneously?

- A. When both events do not share a coverage type.
- B. When both events are entered on the same day.
- C. When both events are entered on different days.
- D. When both events are on different event dates.

Answer: A

Explanation:

The correct answer is D because Workday allows multiple benefit events to be open at the same time only when they do not impact the same coverage types. Coverage types define categories of benefits such as medical, dental, or life insurance. When two events affect different coverage types, the system can process them independently without conflict, allowing both events to remain open simultaneously.

If two events impact the same coverage type, Workday typically enforces sequencing rules to prevent overlapping or conflicting elections. In such cases, one event must usually be completed or closed before another can proceed, ensuring data integrity and consistent benefit elections. Option A is incorrect because event dates alone do not determine whether events can coexist. Option B and C are also incorrect because the timing of when events are entered does not control simultaneous processing. The key determining factor is whether the events overlap in the coverage types they affect. When they do not share coverage types, Workday permits both events to remain open concurrently.

NEW QUESTION # 55

The Marriage event is missing when employees initiate a change benefit event in employee self-service. What would cause this?

- A. On Maintain Enrollment Event Types, the Worker Selectable checkbox is not selected.
- B. On Maintain Enrollment Event Types, the Route to Benefit Partner checkbox is not selected.
- C. On Maintain Enrollment Event Types, the Employee Cannot Report After Days to Enroll checkbox is not selected.
- D. On Maintain Enrollment Event Types, the Do Not Reprocess checkbox is not selected.

Answer: A

Explanation:

The correct answer is B because for an enrollment event type to appear to employees in self-service, the event must be configured as Worker Selectable. This setting controls whether employees can initiate that life event themselves from the Benefits and Pay Hub or other employee self-service entry points. If the Marriage event is not marked as worker selectable, it will not display as an available option when employees attempt to start a change benefits event.

Option A is incorrect because Route to Benefit Partner determines whether the event is routed for administrative review or handling, not whether the event appears to the employee as a selectable option.

Option C is also incorrect because the Employee Cannot Report After Days to Enroll setting governs submission timing after the event date, not visibility in self-service. Option D is unrelated because Do Not Reprocess controls event reprocessing behavior and does not determine whether employees can initiate the event. To make a marriage life event visible and available in employee self-

service, the event type must have the Worker Selectable checkbox enabled.

NEW QUESTION # 56

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 appropriate benefit plan year definition to make it active during a plan year.
- D. Add the plan to the current benefit plan year definition so it is available for enrollment next year.

Answer: C

Explanation:

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.

NEW QUESTION # 57

A worker is showing up on the Benefit Group Audit in more than one benefit group. How will you ensure the worker is only eligible for one benefit group?

- A. Check the enrollment event rule to ensure the employee can only enroll in benefits one time.
- B. Check the benefit plan eligibility to determine which workers are eligible for each plan.
- C. Create a third benefit group that all employees are eligible for.
- D. Check the benefit group eligibility rules to determine why an employee is eligible for both groups.

Answer: D

Explanation:

The correct answer is D because benefit groups in Workday are driven by benefit group eligibility rules , and the Benefit Group Audit is specifically used to identify workers who qualify for more than one group at the same time. When a worker appears in multiple benefit groups, the root cause is almost always overlapping or conflicting eligibility logic within those group definitions. The appropriate corrective action is to review the criteria assigned to each benefit group and determine exactly why the worker satisfies both sets of rules.

Option A is not appropriate because creating an additional broad benefit group does not resolve the overlap; it would likely add more complexity and increase the risk of duplicate eligibility. Option B focuses on plan- level eligibility, which is downstream from the benefit group assignment and does not address why the worker entered multiple groups in the first place. Option C relates to event processing and enrollment timing, not foundational eligibility setup. To ensure a worker is only eligible for one benefit group, the administrator must refine or correct the group eligibility rules so the criteria are mutually exclusive and aligned with the intended benefits population.

NEW QUESTION # 58

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