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Workday Pro Certification exam Sample Questions (Q37-Q42):

NEW QUESTION # 37

What task do you use to configure a new target for a dental plan offering?

- A. Maintain Health Care Coverage Targets
- B. Maintain Additional Benefits Coverage Targets
- C. Edit Tenant Setup - HCM

- D. Edit Benefit Group

Answer: A

Explanation:

The correct answer is D because dental plans in Workday are classified under health care plans, and therefore their coverage targets are configured using the Maintain Health Care Coverage Targets task. Coverage targets define how costs are distributed between employer and employee, such as percentage-based contributions or employer subsidy strategies. Since dental plans fall within the broader health care category, they inherit the same configuration framework used for medical and other health-related plans.

Option A is incorrect because Additional Benefits Coverage Targets are used for non-health-related offerings, such as life insurance or supplemental benefits, not for dental plans. Option B is not relevant because editing a benefit group impacts eligibility grouping rather than plan cost-sharing configuration. Option C is also incorrect because tenant setup tasks are used for system-wide configuration and do not control specific plan-level coverage targets. To properly define employer and employee cost-sharing for a dental plan, administrators must use the Maintain Health Care Coverage Targets task, ensuring consistent configuration within the health care benefits structure.

NEW QUESTION # 38

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

Answer: B

Explanation:

The correct answer is B 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 # 39

What report will the benefit administrator use to close and finalize mass events?

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

Answer: C

NEW QUESTION # 40

To trigger a job change benefit event you must insert the Change Benefits for Life Event subprocess (Change Benefit Elections step) into the Change Job business process. What else must you configure for the benefit event to trigger?

- **A. Create an event on Maintain Enrollment Event Types, inserting the Change Job business process in the Events and Reasons section.**
- B. Create a Passive Event that triggers the Change Job business process.

- C. Create a condition rule on the Change Benefits business process, referencing the Change Job event.
- D. Create an Enrollment Event Rule, inserting the Change Job business process on the Coverage Rules tab.

Answer: A

Explanation:

The correct answer is B because adding the Change Benefits for Life Event subprocess into the Change Job business process only enables the process flow. Workday still needs to know which specific HCM transaction should trigger the benefit event. That linkage is configured on Maintain Enrollment Event Types , where the administrator associates the enrollment event with the relevant business process and reason in the Events and Reasons section. By adding the Change Job business process there, Workday can recognize that a job change meeting the configured criteria should launch the related benefits event.

Option A is incorrect because a condition rule on the Change Benefits business process alone does not establish the event trigger source. Option C is not correct because a passive event is used for automatic plan changes based on eligibility or timing, not for linking a staffing transaction to a benefits event trigger. Option D is also incorrect because Enrollment Event Rules govern coverage timing and election behavior after the event is triggered; they do not define the originating HCM business process. The trigger source must be configured on the enrollment event type itself.

NEW QUESTION # 41

The company would like to ensure that all benefit events go to the benefits team when an employee goes out on a leave of absence. You added the Change Benefit Elections step to the Leave of Absence business process, but the event is still not routing to the benefits team. What configuration do you need in the Enrollment Event Type?

- A. Select the Route to Benefit Partner checkbox, and select the Employee Cannot Report After Days to Enroll checkbox.
- **B. In the Events and Reasons section, map the Leave Event type, and select the Route to Benefits Partner checkbox.**
- C. In the Events and Reasons section, map the Leave Event type, and select the Worker Selectable checkbox.
- D. Select the Reinstatement Event checkbox, and specify Reinstatement Period Time Units.

Answer: B

Explanation:

The correct answer is C because for a benefit event to both trigger from a Leave of Absence business process and route to the benefits team , two key configurations must be present within the Enrollment Event Type .

First, the event must be properly linked to the Leave of Absence business process in the Events and Reasons section so that Workday recognizes the staffing action as a trigger. Second, the Route to Benefits Partner checkbox must be selected so that once the event is initiated, it is automatically routed to the benefits team for review or processing.

Option A is incorrect because reinstatement configuration applies to rehire scenarios, not leave events. Option B is incorrect because Worker Selectable controls employee self-service visibility, not routing. Option D is partially correct regarding routing but incomplete, as without mapping the Leave event in Events and Reasons, the event will not trigger at all. Therefore, both mapping the Leave event and enabling routing are required to ensure proper event initiation and processing by the benefits team.

NEW QUESTION # 42

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