

獲得Workday-Pro-Benefits證照考試表示通過Workday Pro Certification exam指日可待



你可以在VCESoft的網站上下載部分VCESoft的最新的關於Workday Workday-Pro-Benefits 認證考試練習題及答案作為免費嘗試了，相信不會讓你失望的。VCESoft的最新的關於Workday Workday-Pro-Benefits 認證考試練習題及答案和真實考試題目是很接近。或許你在其他的網站上也看到了相關的培訓資料，但是你仔細比較後就會發現他們的資料來源與VCESoft。VCESoft提供的資料比較全面，包括當前考試題目，是由VCESoft的專家團隊利用他們的豐富的經驗和知識針對Workday Workday-Pro-Benefits 認證考試研究出來的。

為了每位IT認證考試的考生切身利益，我們網站提供VCESoft Workday的Workday-Pro-Benefits考試培訓資料是根據考生的需要而定做的，由我們VCESoft資質深厚的IT專家專門研究出來的，他們的奮鬥結果不僅僅是為了幫助你們通過考試，而且是為了讓你們有一個更好的明天。

>> Workday-Pro-Benefits證照考試 <<

Workday Workday-Pro-Benefits最新題庫 - Workday-Pro-Benefits證照信息

Workday-Pro-Benefits是Workday認證考試，所以通過Workday-Pro-Benefits是踏上Workday 認證的第一步。也因此Workday-Pro-Benefits認證考試變得越來越火熱，參加Workday-Pro-Benefits考試的人也越來越多，但是Workday-Pro-Benefits認證考試的通過率並不是很高。當你選擇Workday-Pro-Benefits考試時有沒有選擇相關的考試課程？

最新的 Human Capital Management Workday-Pro-Benefits 免費考試真題 (Q45-Q50):

問題 #45

During testing, a consultant observed that a specific medical benefit is not appearing for any eligible employees during enrollment events. Where should the consultant check to confirm that the benefit is active?

- A. Health Care Rate
- B. Benefit Coverage Types
- C. Benefit Plan Year Definition
- D. Health Care Coverage Targets

答案： C

解題說明：

The correct answer is A because in Workday, a benefit plan must be included in the Benefit Plan Year Definition to be available for enrollment during a specific plan year. Even if the plan is fully configured with eligibility rules, rates, and coverage targets, it will not appear to employees unless it is explicitly associated with the active plan year. This configuration determines whether the plan is "active" and available for enrollment events such as Open Enrollment or life events.

Option B is incorrect because Health Care Rates define cost calculations but do not control whether a plan is available or visible.

Option C is also incorrect because Benefit Coverage Types classify the type of benefit (such as medical or dental) but do not determine plan availability. Option D is incorrect because Health Care Coverage Targets define employer and employee cost-sharing, not whether the plan is active for enrollment.

Therefore, if a benefit plan is not appearing during enrollment, the first place to verify is whether it has been properly added to the Benefit Plan Year Definition for the relevant plan year.

問題 #46

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

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

答案： D

解題說明：

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 .

問題 #47

How do you update the HSA contribution limits to take effect in the upcoming open enrollment?

- A. Edit the HSA plan using an effective date that is the first day of the new plan year and update the new contribution limits.
- B. When open enrollment is initiated, a prompt will require an update to the HSA limits.
- C. Workday automatically updates the benefit plan HSA limits.
- D. HSA contribution limits are only configured in Workday Payroll. They are not configured on the HSA Benefit Plan.

答案： A

解題說明：

The correct answer is B because Workday uses effective dating to manage changes to benefit plans over time, including contribution limits for plans such as Health Savings Accounts (HSAs). To ensure that new contribution limits apply for the upcoming open enrollment period, administrators must update the HSA plan with an effective date aligned to the start of the new benefit plan year. This allows the system to maintain historical accuracy while applying updated limits prospectively for future enrollments.

By entering the new limits with the correct future effective date, Workday ensures that employees enrolling during open enrollment will see and be governed by the updated contribution thresholds. Option A is incorrect because HSA contribution limits are configured within the benefit plan, not solely in payroll. Option C is incorrect because Workday does not prompt administrators automatically to update limits during enrollment events. Option D is also incorrect because Workday does not automatically adjust HSA limits; administrators must manually update them to reflect regulatory changes. Proper use of effective dating ensures accurate and compliant benefit plan configuration across plan years.

問題 #48

Your company hires a new employee after the initiation of open enrollment (OE). All other employees in the same benefit group have received OE, but the new hire has not. Why is the new employee missing the OE task in their inbox when they log in?

- A. You marked the event as Reinstatement Event.
- **B. The Open Enrollment event will reprocess once the new hire completes their elections.**
- C. You marked the event as Worker Selectable.
- D. You marked the event as No Changes Allowed.

答案： B

解題說明：

The correct answer is C because when a new employee is hired after Open Enrollment has already been initiated, Workday typically prioritizes the employee's new hire benefits event first. The system does this to ensure the worker completes their initial eligibility-based elections before any broader enrollment event is coordinated for them. Once the new hire event is completed, Workday can then reprocess the Open Enrollment event so the employee is brought into the same enrollment cycle as others in the benefit group, if applicable.

This behavior is part of Workday's event coordination logic, which prevents overlapping benefits tasks from creating conflicting elections or duplicate enrollment opportunities. Option A is incorrect because marking an event as Worker Selectable affects self-service visibility, not whether a new hire initially receives an OE inbox task. Option B is unrelated because a Reinstatement Event applies to rehire scenarios, not newly hired workers entering an open enrollment cycle. Option D is also incorrect because No Changes Allowed would restrict election changes within an event, but it would not explain why the OE task is not initially present. The missing task is due to reprocessing after completion of the new hire event.

問題 #49

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

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

答案： A

解題說明：

The correct answer is B because the Benefit Events Status report is specifically designed to track and monitor benefit events across various stages, including in progress, submitted, completed, or cancelled . This report provides visibility into event activity at the individual worker level and is commonly used by benefits administrators to monitor ongoing events such as new hire benefit enrollments . It allows administrators to identify which employees still need to complete their elections and ensures timely follow-up. Option A is incorrect because the Benefit Group Audit report focuses on validating worker assignment to benefit groups and identifying eligibility overlaps, not event progress. Option C is also incorrect because the Benefit Census report provides a snapshot of current benefit enrollments rather than tracking event status.

Option D is incorrect because Open Enrollment Status is specific to open enrollment events and does not provide detailed tracking for other event types like new hire events. For monitoring active benefit events, especially new hire enrollments, the correct report is Benefit Events Status .

問題 #50

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Workday-Pro-Benefits最新題庫：<https://www.vcesoft.com/Workday-Pro-Benefits-pdf.html>

Workday Workday-Pro-Benefits證照考試 這個考古題為你搜集並解析了很多優秀的過去考試考過的問題，並且根據最新的大綱加入了很多可能出現的新問題，能夠幫助您一次通過Workday-Pro-Benefits最新題庫認證考試，Workday Workday-Pro-Benefits證照考試 擁有熱門的IT證照是您開啟IT之路的新起點，參加Workday-Pro-Benefits認證的學員必

