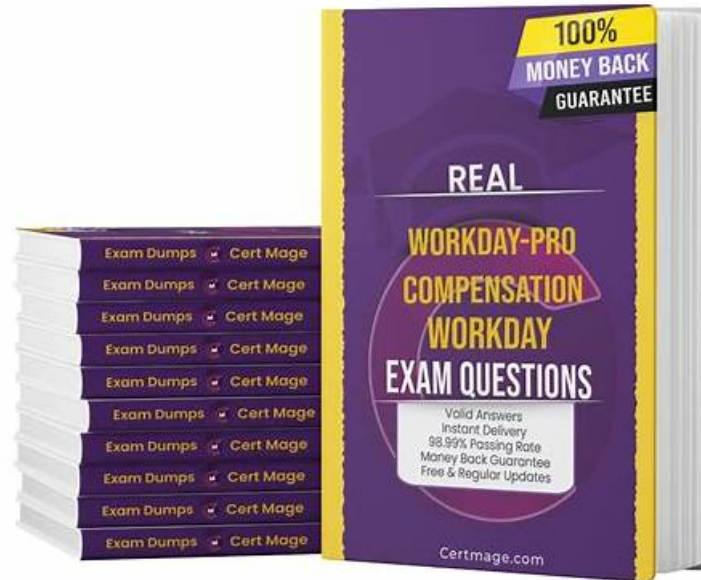


Workday-Pro-Benefits Latest Test Dumps - Practice Workday-Pro-Benefits Engine



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Workday Workday-Pro-Benefits Exam Syllabus Topics:

Topic	Details
Topic 1	<ul style="list-style-type: none"> Compliance and Audit: Covers ensuring benefits configurations meet legal and company policy requirements, including audit trail management.
Topic 2	<ul style="list-style-type: none"> Benefits Setup and Administration: Covers end-to-end configuration of benefit plans, eligibility rules, life events, open enrollment, payroll linking, and exception handling.
Topic 3	<ul style="list-style-type: none"> Real Time Practice: Covers hands-on configuration of benefit plans, enrollment simulations, and use of Workday's tenant and enrollment dashboards.
Topic 4	<ul style="list-style-type: none"> Reporting and Analytics: Covers generating standard and custom reports to track enrollment trends, plan usage, and benefits data insights.
Topic 5	<ul style="list-style-type: none"> Introduction: Covers foundational knowledge of Workday Benefits, including its architecture, navigation, and core concepts.

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2026 Realistic Workday Workday-Pro-Benefits Latest Test Dumps

The Workday Pro Certification exam (Workday-Pro-Benefits) practice questions (desktop and web-based) are customizable, meaning users can set the questions and time according to their needs to improve their discipline and feel the real-based exam scenario to pass the Workday Workday-Pro-Benefits Certification. Customizable mock tests comprehensively and accurately represent the actual Workday Pro Certification exam (Workday-Pro-Benefits) certification exam scenario.

Workday Pro Certification exam Sample Questions (Q18-Q23):

NEW QUESTION # 18

What report shows events that the benefit partner or benefit administrator must submit?

- A. Benefit Event Status
- B. Benefit Group Audit
- C. Open Enrollment Status
- D. Benefit Corrections in Progress Audit

Answer: D

Explanation:

The correct answer is D because the Benefit Corrections in Progress Audit report is specifically designed to identify benefit events that require administrative action, including those that must be reviewed, corrected, or submitted by a benefits partner or administrator. This report highlights events that are not yet finalized and may require intervention, making it especially useful for tracking administrative workload and ensuring no pending corrections are overlooked.

Option A is incorrect because Open Enrollment Status focuses on mass enrollment events and their progress, not specifically on events requiring administrative submission. Option B is also incorrect because Benefit Group Audit is used to review eligibility and group assignment issues, not event submission tracking. Option C is partially related, as Benefit Event Status shows the status of events, but it does not specifically isolate events that require action from a benefits partner. The Benefit Corrections in Progress Audit report provides targeted visibility into events needing administrative completion, making it the correct choice.

NEW QUESTION # 19

What scenario requires you to include a Health Care Classification in the plan setup?

- A. Health Savings Account plan for Canada
- B. Medical plan for USA
- C. Health Savings Account plan for USA
- D. Medical plan for Canada

Answer: B

Explanation:

The correct answer is C because a Health Care Classification is typically required in Workday when configuring U.S. medical plans. This classification supports plan identification and compliance-related processing within the United States benefits framework. It is used to distinguish the type of medical coverage being offered and helps align the plan with U.S.-specific benefits administration requirements, reporting needs, and downstream processing. Since U.S. medical plans are subject to particular health coverage categorizations, including this value during plan setup is an essential part of proper configuration.

Option B is not correct because Canadian medical plans do not use the same U.S.-specific health care classification requirement. Option A and Option D are also incorrect because Health Savings Accounts are different benefit types from medical plans. Although an HSA may be linked to a medical election in the U.S., the question asks specifically about including a Health Care Classification in the plan setup, which is associated with the medical plan configuration itself rather than the savings account plan. Therefore, the scenario that requires this setup element is a Medical plan for USA.

NEW QUESTION # 20

Refer to the following scenario to answer the question below.

You initiate open enrollment on November 1 with a Benefit Event Date of January 1. You close open enrollment on November 20. An employee has a baby on December 16 and submits their birth event in Workday on December 30. How do you ensure the baby receives coverage January 1?

- A. The benefit partner needs to create a hybrid event for an open enrollment and a birth event for January 1.
- B. The benefit administrator needs to rescind the employee's open enrollment event and trigger a new Open Enrollment event for the employee to complete.

- C. The benefit partner needs to re-close and re-finalize open enrollment for the integration to send the updated coverage to the benefit providers.
- **D. The benefit administrator needs to re-close and re-finalize open enrollment for the integration to send the updated coverage to the benefit providers.**

Answer: D

Explanation:

The correct answer is A because the employee's birth life event occurred after open enrollment had already been closed, but before the new plan year effective date of January 1 . In Workday, the birth event can update the employee's future-dated benefit elections so the child is added with coverage effective for the new plan year, but if open enrollment was already closed and finalized, the updated enrollment results must be re- closed and re-finalized so downstream integrations and provider files reflect the revised coverage.

This action is an administrative responsibility handled by the benefit administrator , not simply by the benefit partner. Option B is incorrect because the question asks about the step needed to ensure final integrated coverage handling, which is typically managed at the administrative mass-event level. Option C is unnecessary because rescinding and recreating open enrollment adds avoidable complexity and is not the standard approach. Option D is also incorrect because Workday does not require creation of a hybrid event in this scenario. Re-finalizing the open enrollment results ensures the newborn is included in the January 1 coverage transmission.

NEW QUESTION # 21

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

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

Answer: C

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 # 22

Terminated employees' benefits should stay active through the last day of the month. However, their benefits are inactive on their termination date. What would cause this?

- A. On the Enrollment Event Rule termination event, the Coverage End Date is set to Last Day of the Month.
- B. On the Enrollment Event Rule termination event, the Coverage End Date is set to On Pay Period Begin After Event Date.
- C. On the Enrollment Event Rule termination event, the Coverage End Date is set to On the Half Month.
- **D. On the Enrollment Event Rule termination event, the Coverage End Date is set to On the Event Date.**

Answer: D

Explanation:

The correct answer is D because the behavior described shows that benefit coverage is ending immediately on the employee's termination date rather than continuing through the end of the month. In Workday, this outcome is controlled by the Coverage End Date setting on the termination event within the Enrollment Event Rule . If that setting is configured as On the Event Date , coverage ends on the exact date of termination, which explains why benefits become inactive right away.

Option C is incorrect because if the Coverage End Date were set to Last Day of the Month , the employee's benefits would remain

active until the month-end, which is the desired result. Option A is not the best answer because a half-month rule would produce a different timing result and would not directly explain coverage ending exactly on the termination date. Option B is also incorrect because an end date based on the next pay period begin date would not typically cause immediate termination-date inactivation. Since the system is ending benefits on the termination date itself, the termination event rule is clearly set to On the Event Date .

NEW QUESTION # 23

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