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Workday HCM Core PRO TEST 2023-2024 WITH CORRECT ANSWERS GUARANTEED PASS

True or False? Search lets you use partial searches and abbreviations. - ANSWER-True

What is the name and location of the icon you select when acting on or making changes to an object? - ANSWER-Related Actions, next to or below the object

What is the name of the report that displays Workday-delivered reports?
A. Workday Standard Reports B. Workday Delivered Reports C. Workday Customer Reports D. All Custom Report - ANSWER-A. Workday Standard Reports

What is the primary organizational structure within Workday HCM? - ANSWER-Supervisory

True or False? Security and business processes apply across applications and impact all Workday solutions. - ANSWER-True

What is the foundation of all jobs and positions in Workday? A. Job Profile B. Position C. Job D. Job Family - ANSWER-A. Job Profile

True or False? You can configure business process steps to route to security groups in order to complete a transaction. - ANSWER-True

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Workday Workday-Pro-Benefits Exam Syllabus Topics:

Topic	Details
Topic 1	<ul style="list-style-type: none">Introduction: Covers foundational knowledge of Workday Benefits, including its architecture, navigation, and core concepts.
Topic 2	<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 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.

- Payroll & HCM Integration: Covers how benefits connect with payroll and HCM systems for automatic deductions and real-time updates.

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The Exam4Docs is committed to making the entire Workday Pro Certification exam (Workday-Pro-Benefits) exam preparation journey simple, smart, and successful. To achieve this objective the Exam4Docs is offering the top-rated and updated Workday Pro Certification exam (Workday-Pro-Benefits) exam practice test questions in three different formats. These formats are Workday Workday-Pro-Benefits web-based practice test software, desktop practice test software, and PDF dumps files.

Workday Pro Certification exam Sample Questions (Q12-Q17):

NEW QUESTION # 12

A consultant is setting up a health care benefit plan that allows employees to enroll spouses and children during a qualifying event. The consultant needs to ensure that children who are ineligible due to age are not allowed to enroll. Where should the consultant configure the dependent eligibility rule?

- A. In the health care coverage targets, which includes the dependent type child
- B. In the Maintain Related Persons Relationship task under the child relationship
- C. In the dependent eligibility field of the healthcare plan
- **D. In the Coverage Dependent Eligibility field of the healthcare plan**

Answer: D

Explanation:

The correct answer is B because Workday controls whether dependents such as spouses and children can be enrolled in a health care plan through the Coverage Dependent Eligibility configuration on the plan. This is the field used to apply eligibility logic specifically to covered dependents. When a consultant needs to prevent children over a certain age from enrolling, the age-based rule should be attached at this plan-level dependent coverage eligibility point so the system evaluates the child's eligibility at the time of enrollment.

Option A is too general and does not identify the specific field used for dependent coverage evaluation in the health care plan setup. Option C is incorrect because the Maintain Related Persons Relationship task defines relationship types, such as child or spouse, but it does not enforce benefit plan age-based eligibility rules.

Option D is also incorrect because coverage targets determine cost-sharing or coverage structure, not whether a dependent satisfies enrollment eligibility conditions. To ensure only eligible children can be covered, the consultant must configure the rule in the Coverage Dependent Eligibility field of the health care plan.

NEW QUESTION # 13

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

Answer: A

Explanation:

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.

NEW QUESTION # 14

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

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 # 15

You have an employee assistance plan that you offer at no cost to eligible employees. How do you automate employee enrollment in this plan?

- A. Select the Only One Election checkbox in the Maintain Benefits Coverage Types task.
- **B. Select Auto Enroll in the benefit plan. Ensure the appropriate benefit events reference the benefit coverage type.**
- C. Create an enrollment instruction for the benefit coverage type indicating that employees need to elect coverage for the plan.
- D. Configure the plan as a benefit default within the enrollment event rule.

Answer: B

Explanation:

The correct answer is C because Workday supports automatic enrollment for plans that should be assigned to all eligible employees without requiring them to actively make an election. For an employee assistance plan offered at no cost, the standard configuration is to enable Auto Enroll on the benefit plan itself. This tells the system to automatically place eligible workers into the plan when a relevant benefits event occurs. To make that automation work correctly, the corresponding benefit events must reference the plan's benefit coverage type, ensuring the plan is included when the event is processed.

Option A is incorrect because a benefit default influences default election behavior during an event, but it is not the primary configuration for systematically auto-enrolling employees into the plan. Option B is also incorrect because Only One Election limits election behavior within a coverage type and does not cause automatic enrollment. Option D is unrelated because enrollment instructions provide guidance to employees, not automation. When the goal is to automatically enroll all eligible workers in a no-cost

plan, the correct approach is to enable Auto Enroll on the plan and ensure relevant events include that coverage type.

NEW QUESTION # 16

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 # 17

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