

Quiz Trustable Workday - Valid Workday-Pro-Benefits Test Practice

Workday Quiz Questions with correct Answers

1. Which of the following describes a domain? (select all that apply)
- A. Set up data
 - B. Power users
 - C. Static data (means they dont change very much)
 - D. Highly configurable - Answer -Set up data
- Power users
Static data (means they dont change very much)
2. A _____ is a set of tasks that is initiated, acted upon, and completed by users in WD
- A. Business Process
 - B. Functional Area
 - C. Supplier Invoice - Answer -A. Business Process
- What are the three guidelines for custom organizations vs. custom worktags?
- A. Security, hierarchy, and workers
 - B. security, hierarchy, and business process
 - C. security, hierarchy, and accounting - Answer -A. Security, hierarchy, and workers
- Which organization represents a legal entity?
- A. Company hierarchy
 - B. Company
 - C. Cost Center
 - D. Custom Worktag - Answer -B. Company
- Which of the following describes a custom worktag?
- A. Delivered by workday to track financial transactions and group people. For example, company or cost center
 - B. delivered by WD to track financial transactions. For example, supplier or customer
 - C. Created by customers to track financial transactions. Fo example, course number or market segment
 - D. created by customers to track financial transaction and group workers. for example, training center or sales channel - Answer -C. Created by customers to track financial transactions. Fo example, course number or market segment
- Which field in Maintain Assignable roles tells us whose picture will display on the Org chart?

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Benefits) has made the learning material for the applicants to prepare successfully for the certification exam in a short time.

Workday Pro Certification exam Sample Questions (Q47-Q52):

NEW QUESTION # 47

You create a cross-plan dependency to require employees to enroll in Basic Life before they can enroll in Spouse Life. The cross-plan dependency does not have a benefit group in the Benefit Group field. What is the expected behavior?

- A. The cross-plan dependency will not apply to any benefit groups.
- B. You can save a cross-plan dependency without entering a benefit group but it will not be valid. You will get an alert.
- C. You cannot save a cross-plan dependency without entering a benefit group. You will get an error.
- **D. The cross-plan dependency will apply to all benefit groups.**

Answer: D

Explanation:

The correct answer is D because in Workday, when a configuration object such as a cross-plan dependency is created without a specific Benefit Group value, the setup is treated as broadly applicable rather than restricted to one population. In this case, leaving the Benefit Group field blank means the dependency is not limited to a single benefit group, so it is evaluated across all benefit groups where the referenced plans are available. As a result, employees must enroll in Basic Life before Spouse Life wherever that dependency is relevant.

Option A is incorrect because the system does allow the setup to be saved without populating the Benefit Group field. Option B is also incorrect because a blank group does not mean the dependency is ignored; it means it is not group-specific. Option C is not correct because this is not simply an invalid setup that generates an alert without effect. Workday commonly uses blank scoping fields to indicate global applicability. Therefore, omitting the Benefit Group causes the cross-plan dependency to apply to all benefit groups rather than none or only one.

NEW QUESTION # 48

What is true about Related Person Relationships in Workday?

- A. Related Person Relationships can be restricted by benefit group.
- B. Workday can track wellness for employees but not their dependents.
- **C. You can leave the Restricted to Relationships field blank if you want to use a relationship type for dependents, beneficiaries and emergency contacts.**
- D. Related Person Relationships are Workday-delivered and cannot be changed.

Answer: C

Explanation:

The correct answer is B because in Workday, Related Person Relationships are configurable and can be used across multiple contexts such as dependents, beneficiaries, and emergency contacts. The Restricted to Relationships field allows administrators to limit where a relationship type can be used. However, if this field is left blank, the relationship type becomes broadly available across all applicable areas, enabling it to be used flexibly for different purposes within the system.

Option A is incorrect because although Workday delivers some standard relationship types, they can be configured or extended as needed. Option C is incorrect because Workday does support tracking certain dependent-related data within benefits and eligibility contexts. Option D is also incorrect because Related Person Relationships are not restricted by benefit group; they are global configuration elements that apply across the tenant rather than being tied to specific benefit group eligibility structures. Therefore, leaving the restriction field blank allows maximum usability of a relationship type across different business processes.

NEW QUESTION # 49

All full-time employees are in one benefit group. Employees need more than twenty years of service to enroll in a medical benefit plan available in this benefit group. How will you accomplish this without creating a new benefit group?

- A. Create a To-Do step on the business process to inform employees with more than 20 years of service to contact the benefits team to enroll in the plan.
- B. Launch a separate open enrollment for this one plan and notify the employees within the benefit group that they should only participate in this second open enrollment if they have more than 20 years of service.
- **C. Create a Benefit Plan Eligibility Rule with the condition years of service greater than 20 years. Assign the medical plan to the full time employee benefit group and enter the new eligibility rule in the Worker Plan Eligibility field on the plan.**

- D. Select Requires Provider ID in the benefit plan and give the appropriate ID only to the employees with more than 20 years of service so they can enter it during benefit enrollment.

Answer: C

Explanation:

The correct answer is A because Workday allows administrators to keep a broad worker population in a single benefit group while restricting access to a specific plan through a Benefit Plan Eligibility Rule . In this case, all full-time employees belong to one benefit group, but only those with more than twenty years of service should be allowed to enroll in the medical plan. The correct design is to assign the plan to the existing benefit group and then attach a worker-based eligibility rule on the plan itself using the Worker Plan Eligibility field.

This approach avoids unnecessary creation of another benefit group and keeps the overall benefits structure simpler and easier to maintain. Option B is incorrect because manual communication and intervention are not proper configuration controls for eligibility. Option C is also incorrect because Provider ID is not intended to manage service-based plan eligibility. Option D is not appropriate because launching a separate enrollment just for one eligibility condition creates administrative complexity and does not solve the configuration requirement cleanly. Plan-level eligibility rules are the standard Workday method for handling this scenario.

NEW QUESTION # 50

An employee is undergoing a dissolution of domestic partnership (divorce) and requests that their ex-spouse be removed from their dependent profile. How should the benefits administrator handle this request?

- A. The benefits administrator should delete the dependent profile from related actions, which will automatically remove the dependent from all benefit elections.
- B. The benefits administrator should process the Dissolution of Domestic Partnership benefit event, which will remove all elections from the dependent. Then the benefits administrator will inactivate the dependent from their related actions.
- C. The benefits administrator should delete the elections from the dependent by processing a divorce benefit event and then delete the dependent from the system.
- D. The benefits administrator should inactivate the dependent profile from related actions, which will automatically remove the dependent from all benefit elections.

Answer: B

Explanation:

The correct answer is A because Workday benefits administration requires the administrator to first address the benefit elections tied to the dependent before removing the related person from active use. When a domestic partnership or marriage ends, the correct process is to run the appropriate life event so the system can properly terminate the dependent's benefit coverage, update eligibility, and maintain an accurate audit trail of the enrollment changes. After the benefit event removes the dependent from all applicable elections, the administrator can then inactivate the dependent through related actions on the dependent record.

Option B is incorrect because deleting a dependent from the system is not the proper approach and would not preserve history appropriately. Option C is also incorrect because deleting the dependent profile does not represent the standard Workday process for handling dependent removal from benefits. Option D is incomplete because simply inactivating the dependent profile does not correctly process the benefits event or ensure elections are ended through the proper event-driven mechanism. Workday relies on the life event first, followed by dependent inactivation.

NEW QUESTION # 51

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

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

Answer: D

NEW QUESTION # 52

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