

The Workday Workday-Pro-Benefits Exam with Desktop Practice Exam Software



Workday Pro HCM Core Exam Guide

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This study guide is designed to help you prepare for the Workday Pro exam. This guide provides general testing information and outlines the specific topics covered in each segment of the exam.

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Workday Workday-Pro-Benefits Exam Syllabus Topics:

Topic	Details
Topic 1	<ul style="list-style-type: none">Payroll & HCM Integration: Covers how benefits connect with payroll and HCM systems for automatic deductions and real-time updates.
Topic 2	<ul style="list-style-type: none">Compliance and Audit: Covers ensuring benefits configurations meet legal and company policy requirements, including audit trail management.
Topic 3	<ul style="list-style-type: none">Introduction: Covers foundational knowledge of Workday Benefits, including its architecture, navigation, and core concepts.

Workday Workday-Pro-Benefits Latest Test Format & Valid Braindumps Workday-Pro-Benefits Sheet

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Workday Pro Certification exam Sample Questions (Q45-Q50):

NEW QUESTION # 45

An employee submits a birth event on July 1 for their child born on June 20. The benefit partner submits an Administrative Correction event for the same employee with a benefit event date of June 20. How will Workday coordinate these events?

- A. Workday will require the employee to complete the events in the order they were submitted.
- B. Workday will put the earlier event on hold.
- C. Workday will create a hybrid event.
- **D. Workday will put the later event on hold.**

Answer: D

Explanation:

The correct answer is B because Workday coordinates overlapping benefits events primarily based on the benefit event date, not simply on the date the events were submitted. In this scenario, both the birth event and the administrative correction relate to the same employee, but the administrative correction has a benefit event date of June 20, which is earlier than the birth event submission date of July 1. When Workday encounters multiple events that may affect the same benefits records, it gives priority to the event with the earlier effective event date and places the later event on hold until the earlier-dated event is resolved.

This sequencing protects the integrity of coverage elections, effective dates, and deductions by ensuring changes are processed in the correct chronological order. Option A is incorrect because Workday does not place the earlier event on hold when it should drive the foundational coverage timeline. Option C is incorrect because submission order is not the governing factor here. Option D is also incorrect because Workday does not combine these into a hybrid event. The later event is held until the earlier-dated event is processed.

NEW QUESTION # 46

What configuration limits an employee's self-service benefit event initiation to within 30 days of today's date?

- A. On the Enrollment Event Type, configure Days to Enroll to 30 and select Do Not Reprocess.
- B. On the Enrollment Event Type, configure Days to Enroll to 30 and select Do Not Reprocess Future Events.
- **C. On the Enrollment Event Type, configure Days to Enroll to 30 and select Employee Cannot Report After Days to Enroll.**
- D. On the Enrollment Event Type, select Reinstatement Event and enter 30 days in the Reinstatement Period Time Units field.

Answer: C

Explanation:

The correct answer is C because Workday controls how long an employee has to report a self-service life event through the Days to Enroll value combined with the Employee Cannot Report After Days to Enroll setting on the Enrollment Event Type. When Days to Enroll is set to 30, the system establishes a 30-day reporting window from the event date. Selecting Employee Cannot Report After Days to Enroll enforces that limit by preventing employees from initiating or submitting the event after the allowed timeframe has passed.

Option A is incorrect because Do Not Reprocess relates to event reprocessing behavior and does not limit how long an employee has to report the event. Option B is also incorrect because Do Not Reprocess Future Events manages future event handling rather than self-service submission timing. Option D is unrelated because the Reinstatement Event configuration is used for rehired workers or reinstatement scenarios, not for setting the reporting window for standard employee-initiated life events. To restrict employee self-service benefit event initiation to within 30 days, the correct setup is Days to Enroll plus the Employee Cannot Report After Days to

Enroll control.

NEW QUESTION # 47

An employee navigates to the Benefits and Pay Hub and initiates a birth event. What business process are they using?

- A. Change Benefit Job
- **B. Change Benefits**
- C. Dependent Event
- D. Change Beneficiary

Answer: B

Explanation:

The correct answer is D because in Workday, when an employee initiates a life event such as the birth of a child through the Benefits and Pay Hub, the system launches the Change Benefits business process. This process is the central workflow used to capture and process benefit election changes resulting from qualifying life events. The birth event acts as the trigger, but the actual business process used to manage elections, review options, and submit changes is Change Benefits.

Option A is incorrect because Change Benefit Job is not a standard Workday process related to life event benefit changes. Option B is also incorrect because while the birth of a child is a dependent-related event,

"Dependent Event" is not the name of the business process used to process benefit elections. Option C is incorrect because Change Beneficiary is used specifically for updating beneficiary designations, not for enrolling dependents or modifying benefit elections. The correct process that handles employee-initiated benefit changes from life events is Change Benefits, making it the correct answer.

NEW QUESTION # 48

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

Answer: D

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 # 49

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 elections from the dependent by processing a divorce benefit event and then delete the dependent from the system.
- **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 inactivate the dependent profile from related actions, which will automatically remove the dependent from all benefit elections.
- D. The benefits administrator should delete 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 # 50

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