

# Workday-Pro-Benefits 높은 통과율 공부문제, Workday-Pro-Benefits 최고 품질 덤프문제보기



## Features of Workday Benefits

Online Enrollment



Mobile Access



Automated Benefit Administration



comprehensive reporting



ITDumpsKR는 여러분이 빠른 시일 내에 Workday Workday-Pro-Benefits 인증 시험을 효과적으로 터득할 수 있는 사이트입니다. Workday Workday-Pro-Benefits 덤프는 보장하는 덤프입니다. 만약 시험에서 떨어지셨다고 하면 우리는 무조건 덤프 전액 환불을 약속 드립니다. 우리 ITDumpsKR 사이트에서 Workday Workday-Pro-Benefits 관련 자료의 일부 문제와 답 등 샘플을 제공함으로 여러분은 무료로 다운받아 체험해보실 수 있습니다. 체험 후 우리의 ITDumpsKR에 신뢰감을 느끼게 됩니다. ITDumpsKR의 Workday Workday-Pro-Benefits 덤프로 자신 있는 시험 준비를 하세요.

최근 Workday 인증 Workday-Pro-Benefits 시험이 IT 업계에서 제일 높은 인지도를 가지고 있습니다. 바라만 보지 마시고 Workday 인증 Workday-Pro-Benefits 시험에 도전해보세요. ITDumpsKR의 Workday 인증 Workday-Pro-Benefits 덤프로 시험 준비 공부를 하시면 한방에 시험 패스 가능합니다. Workday 인증 Workday-Pro-Benefits 덤프로 자격증 취득에 가까워지고 나아가서는 IT 업계에서 인정을 받는 열쇠를 소유한 것과 같다고 할 수 있습니다.

>> Workday-Pro-Benefits 높은 통과율 공부문제 <<

## Workday-Pro-Benefits 높은 통과율 공부문제 덤프 데모 문제

Workday Workday-Pro-Benefits 인증 덤프는 실제 Workday-Pro-Benefits 시험의 가장 최근 시험의 기출 문제를 기준으로 하여 만들어진 최고 품질을 자랑하는 최고적 중용의 시험 대비 자료입니다. 저희 Workday-Pro-Benefits 덤프로 Workday-Pro-Benefits 시험에 도전해보지 않으실래요? Workday-Pro-Benefits 시험에서 불합격 받을 시 덤프 비용은 환불 해드리기에 부담 없이 구매하셔도 됩니다. 환불의 유일한 기준은 불합격 성적표이고 환불 유효 기간은 구매일로부터 60일까지입니다.

## 최신 Human Capital Management Workday-Pro-Benefits 무료 샘플 문제 (Q19-Q24):

질문 # 19

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

**정답: B**

**설명:**

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.

### **질문 # 20**

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 HSA and FSA elections are no longer enrolled in those plans?

- A. Default to Current Elections or Waive
- B. Reinstate Previous Elections or Waive
- **C. Default to Waive**
- D. Default to Current Provider/Classification or Waive

**정답: C**

**설명:**

The correct answer is A because Health Savings Accounts (HSA) and Flexible Spending Accounts (FSA) typically require active re-enrollment each plan year, meaning they do not automatically carry forward prior elections. In Workday, this behavior is controlled through the Defaulting Rules on the Coverage Rules tab of the Enrollment Event Rule. By selecting Default to Waive, the system ensures that if an employee does not take action during Open Enrollment, their election for these plans will default to waived status, effectively ending their participation for the new plan year.

Option B is incorrect because Default to Current Elections or Waive would retain prior elections if no changes are made, which contradicts the requirement that HSA and FSA should not remain active without explicit enrollment. Option C is also incorrect because reinstating previous elections would automatically continue participation. Option D is not relevant because provider or classification defaulting does not control whether coverage continues or is waived. Therefore, to enforce active enrollment and prevent automatic carryover, the correct configuration is Default to Waive.

### **질문 # 21**

What report shows a detailed breakdown by benefit group of all in progress, submitted, cancelled, closed, and finalized events?

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

**정답 : C**

**설명:**

The correct answer is D because the Open Enrollment Status report in Workday provides a comprehensive view of benefit event activity across different statuses, including in progress, submitted, cancelled, closed, and finalized events . It is specifically designed to track enrollment progress and completion at a summarized level, often grouped by benefit group , allowing administrators to monitor participation and identify outstanding actions during enrollment cycles.

Option A is incorrect because Enrollment Count focuses on numerical summaries of enrollments rather than detailed status tracking across event stages. Option B is also incorrect because the Benefit Group Audit report is used to validate eligibility and identify workers assigned to multiple benefit groups, not to track event processing statuses. Option C is incorrect because Benefit Census provides a snapshot of current enrollments and participant data but does not track event lifecycle statuses. The Open Enrollment Status report is the appropriate tool for monitoring event progress and status breakdowns across benefit groups.

**질문 # 22**

A benefit administrator needs to roll out a new plan to replace an existing plan to employees who have been with the company for 12 months. Employees who reach their 12-month length of service should get this plan on their anniversary. What type of event should the benefit administrator use to roll out this plan to employees in the U.S. benefit group?

- A. Worker Selectable
- B. Open Enrollment
- C. New Hire
- **D. Passive**

**정답 : D**

**설명:**

The correct answer is C because a Passive event in Workday is used when benefit changes must occur automatically without requiring employee action. In this scenario, the new plan is triggered when employees reach a 12-month service milestone , and the requirement is to automatically transition them to the new plan on their anniversary date. Passive events are designed for exactly this type of situation, where the system enforces enrollment changes based on predefined eligibility conditions or milestones.

Option A is incorrect because Open Enrollment applies to all eligible employees during a scheduled enrollment window and requires employee participation. Option B is incorrect because New Hire events only apply at the time of hire, not for service anniversaries. Option D is also incorrect because Worker Selectable events require the employee to actively make a choice, which contradicts the requirement for automatic enrollment. A Passive event ensures the system evaluates eligibility at the 12-month mark and applies the new plan without requiring any employee interaction, making it the correct configuration approach.

**질문 # 23**

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

**정답 : A**

**설명:**

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 .

## 질문 # 24

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**Workday-Pro-Benefits최고 품질 덤프문제보기:** <https://www.itdumpskr.com/Workday-Pro-Benefits-exam.html>

하지만 우리ITDumpsKR에서는 20시간 좌우만 투자하면 무조건Workday Workday-Pro-Benefits시험을 패스할 수 있도록 도와드립니다, Workday인증 Workday-Pro-Benefits시험을 패스하는 길에는ITDumpsKR의Workday인증 Workday-Pro-Benefits덤프가 있습니다, ITDumpsKR에서 출시한 Workday인증 Workday-Pro-Benefits덤프는Workday인증 Workday-Pro-Benefits시험에 대비하여 IT전문가들이 제작한 최신버전 공부자료로서 시험패스율이 100%입니다. ITDumpsKR는 고품질 Workday인증 Workday-Pro-Benefits덤프를 가장 친근한 가격으로 미래의 IT전문가들께 제공해드립니다, Workday Workday-Pro-Benefits높은 통과율 공부문제 visa카드 결제하시면 Credit Card에 자동으로 가입되기에 별도로 Credit Card에 가입하지 않으셔도 됩니다.

이게 당신과 꽃님이를 살리는 길이라면.강현은 두 손을 모아 자신의 사수를 향해 내밀었다, 하지만, 기대와는 달리 파티에서는 고기 냄새가 너무 심했고, 하지만 우리ITDumpsKR에서는 20시간 좌우만 투자하면 무조건Workday Workday-Pro-Benefits시험을 패스할 수 있도록 도와드립니다.

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