

快速下載Workday-Pro-Benefits題庫分享和資格考試領先材料供應者和實用的Workday-Pro-Benefits證照考試



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>> Workday-Pro-Benefits題庫分享 <<

Workday-Pro-Benefits證照考試，Workday-Pro-Benefits學習指南

NewDumps的Workday-Pro-Benefits考古題有著讓你難以置信的命中率。這個考古題包含實際考試中可能出現的一切問題。因此，只要你好好學習這個考古題，通過Workday-Pro-Benefits考試就會非常容易。作為Workday的一項重要的考試，Workday-Pro-Benefits考試的認證資格可以給你帶來很大的好處。所以你絕對不能因為失去這次可以成功通過考試的機會。NewDumps承諾如果考試失敗就全額退款。為了你能順利通過Workday-Pro-Benefits考試，趕緊去NewDumps的網站瞭解更多的資訊吧。

最新的 Human Capital Management Workday-Pro-Benefits 免費考試真題 (Q45-Q50):

問題 #45

To trigger a job change benefit event you must insert the Change Benefits for Life Event subprocess (Change Benefit Elections step) into the Change Job business process. What else must you configure for the benefit event to trigger?

- A. Create an Enrollment Event Rule, inserting the Change Job business process on the Coverage Rules tab.
- **B. Create an event on Maintain Enrollment Event Types, inserting the Change Job business process in the Events and Reasons section.**
- C. Create a Passive Event that triggers the Change Job business process.

- D. Create a condition rule on the Change Benefits business process, referencing the Change Job event.

答案： B

解題說明：

The correct answer is B because adding the Change Benefits for Life Event subprocess into the Change Job business process only enables the process flow. Workday still needs to know which specific HCM transaction should trigger the benefit event. That linkage is configured on Maintain Enrollment Event Types , where the administrator associates the enrollment event with the relevant business process and reason in the Events and Reasons section. By adding the Change Job business process there, Workday can recognize that a job change meeting the configured criteria should launch the related benefits event.

Option A is incorrect because a condition rule on the Change Benefits business process alone does not establish the event trigger source. Option C is not correct because a passive event is used for automatic plan changes based on eligibility or timing, not for linking a staffing transaction to a benefits event trigger. Option D is also incorrect because Enrollment Event Rules govern coverage timing and election behavior after the event is triggered; they do not define the originating HCM business process. The trigger source must be configured on the enrollment event type itself.

問題 #46

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 partner needs to re-close and re-finalize open enrollment for the integration to send the updated coverage to the benefit providers.
- C. The benefit administrator 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 rescind the employee's open enrollment event and trigger a new Open Enrollment event for the employee to complete.

答案： C

解題說明：

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.

問題 #47

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 Coverage Dependent Eligibility field of the healthcare plan
- D. In the dependent eligibility field of the healthcare plan

答案： C

解題說明：

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.

問題 #48

During a Change Benefits event, the benefit partner must be able to change the event date submitted by the employee. How will you configure this?

- A. No configuration is necessary in the Change Benefits business process. You can correct benefit event dates at any time.
- **B. In the Change Benefits business process, insert an Action - Review Benefit Changes step before the Change Benefit Election steps.**
- C. In the Change Benefits business process, insert an Action - Review Benefit Changes step after the Change Benefit Elections steps.
- D. In the Change Benefits Life Event business process, insert an Action - Review Benefit Changes step before the Change Benefit Election steps.

答案： B

解題說明：

The correct answer is D because the Review Benefit Changes action step gives the benefit partner an opportunity to review and correct event details, including the event date, before the employee's elections are finalized. In Workday, the timing of that review step is critical. If the event date needs to be adjusted, it must be done before the Change Benefit Election steps so the system can correctly evaluate eligibility, effective dates, enrollment windows, and the plans available for selection based on the corrected event date.

Option A is incorrect because the configuration belongs in the standard Change Benefits business process rather than a differently named business process. Option B is not correct because event dates are not simply editable at any time without process design to support the review. Option C is also incorrect because placing the review step after elections would allow employees to make elections using potentially incorrect eligibility timing, which can produce inaccurate enrollment results. The proper design is to position the review step before elections so the business process uses the corrected event data throughout the remainder of the benefits event.

問題 #49

The Marriage event is missing when employees initiate a change benefit event in employee self-service. What would cause this?

- A. On Maintain Enrollment Event Types, the Do Not Reprocess checkbox is not selected.
- **B. On Maintain Enrollment Event Types, the Worker Selectable checkbox is not selected.**
- C. On Maintain Enrollment Event Types, the Route to Benefit Partner checkbox is not selected.
- D. On Maintain Enrollment Event Types, the Employee Cannot Report After Days to Enroll checkbox is not selected.

答案： B

解題說明：

The correct answer is B because for an enrollment event type to appear to employees in self-service, the event must be configured as Worker Selectable. This setting controls whether employees can initiate that life event themselves from the Benefits and Pay Hub or other employee self-service entry points. If the Marriage event is not marked as worker selectable, it will not display as an available option when employees attempt to start a change benefits event.

Option A is incorrect because Route to Benefit Partner determines whether the event is routed for administrative review or handling, not whether the event appears to the employee as a selectable option.

Option C is also incorrect because the Employee Cannot Report After Days to Enroll setting governs submission timing after the event date, not visibility in self-service. Option D is unrelated because Do Not Reprocess controls event reprocessing behavior and does not determine whether employees can initiate the event. To make a marriage life event visible and available in employee self-service, the event type must have the Worker Selectable checkbox enabled.

問題 #50

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NewDumps 應一些考友的需要，在第一時間內及時更新了 Workday-Pro-Benefits 這門題目，更新之後的 Workday-Pro-Benefits 擬真試題覆蓋率100%。考生可在反復練習這份真題的基礎上，多思考，多總結，通過 Workday-Pro-Benefits 考試就沒有問題了。建議的是，一定要瞭解這門考試的最新動態資訊，這樣才能在考試中做到隨機應變。而我們就是一個可以滿足很多參加Workday Workday-Pro-Benefits 認證考試的IT人士的需求的網站。

Workday-Pro-Benefits證照考試: <https://www.newdumpspdf.com/Workday-Pro-Benefits-exam-new-dumps.html>

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