

Valid Workday Workday-Pro-Benefits Exam Voucher, Latest Workday-Pro-Benefits Test Fee



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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">• Payroll & HCM Integration: Covers how benefits connect with payroll and HCM systems for automatic deductions and real-time updates.
Topic 3	<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 4	<ul style="list-style-type: none">• Compliance and Audit: Covers ensuring benefits configurations meet legal and company policy requirements, including audit trail management.
Topic 5	<ul style="list-style-type: none">• Benefits Setup and Administration: Covers end-to-end configuration of benefit plans, eligibility rules, life events, open enrollment, payroll linking, and exception handling.

Latest Workday Workday-Pro-Benefits Test Fee, Workday-Pro-Benefits Knowledge Points

Attending training institution or having Workday online training classes may be a good choice for candidates. But for people who have no time and energy to prepare for Workday-Pro-Benefits practice exam, training classes will make them tired and exhausted. The most effective way for them to pass Workday-Pro-Benefits Actual Test is choosing best study materials that you will find in TestValid.

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

NEW QUESTION # 12

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

Answer: D

Explanation:

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.

NEW QUESTION # 13

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. Open enrollment has already been launched and you chose the wrong benefit groups. What do you need to do?

- A. Cancel open enrollment and initiate open enrollment for the correct benefit groups.
- B. Use the Open Enrollment Status report to send email reminders to the incorrect benefit groups.
- **C. Rescind open enrollment.**
- D. Correct open enrollment.

Answer: C

Explanation:

The correct answer is A because once Open Enrollment has been launched with incorrect benefit groups, the proper corrective action in Workday is to rescind the open enrollment event. Rescinding reverses the event for affected employees and removes the enrollment tasks that were incorrectly generated. This allows the administrator to correct the configuration and relaunch the event with the appropriate benefit groups.

Option B is incorrect because Open Enrollment cannot simply be "corrected" after it has been launched; the population tied to the event is already established and must be reset. Option C is not relevant because sending reminders does not fix incorrect group assignment. Option D is also incorrect because canceling and re-initiating without rescinding would leave prior events and data

inconsistencies in place.

Rescinding ensures a clean reset of the enrollment process, allowing administrators to properly configure and relaunch Open Enrollment for the correct population without conflicts or duplicate events.

NEW QUESTION # 14

What report will the benefit administrator use to close and finalize mass events?

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

Answer: C

NEW QUESTION # 15

What is true about benefit events in Workday?

- A. All events will automatically close after 30 days.
- B. Events are Workday-delivered.
- C. Events can be deleted when no longer needed.
- D. Events are configured using your company's requirements.

Answer: D

Explanation:

The correct answer is D because benefit events in Workday are highly configurable and designed to align with an organization's specific business processes and policy requirements. Administrators define event types such as life events, open enrollment, or administrative events based on company needs, including eligibility rules, timing, coverage start and end logic, and routing behavior. This flexibility allows organizations to tailor benefit administration to their workforce and regulatory environment.

Option A is incorrect because while Workday provides a framework and some sample configurations, benefit events themselves are not strictly system-delivered and must be configured by the organization. Option B is also incorrect because benefit events typically cannot be freely deleted once in use; instead, they are inactivated to preserve historical data integrity. Option C is incorrect because event closure timing is configurable and depends on settings like Days to Enroll or administrative processes, not an automatic 30-day rule. Therefore, benefit events are best understood as configurable components built to meet company-specific requirements.

NEW QUESTION # 16

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

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

Answer: A

Explanation:

The correct answer is A 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 B is incorrect because Change Benefit Job is not a standard Workday process related to life event benefit changes. Option C 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 D 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.

