

Workday-Pro-Benefits復習テキスト &有効的な Workday-Pro-Benefits資格講座最高の製品をお届けし ます Workday Pro Certification exam



資格試験の意味は、いくつかの点で、さまざまな専門分野での能力を示す資格を取得する候補者の能力を証明することです。Workday-Pro-Benefits学習ガイドの教材を選択すると、限られた学習時間でより多くの価値を生み出し、より多くの知識を学び、Workday-Pro-Benefits試験を受けることができます。認定試験を通して、これはWorkday-Pro-Benefitsの実際の質問であり、すべてのユーザーの共通の目標であり、信頼できるヘルパーです。Workday-Pro-Benefits資格証明書の取得は、ユーザーのキャリア開発のニーズによりよく応えることができます。

Workday Workday-Pro-Benefits 認定試験の出題範囲:

トピック	出題範囲
トピック 1	<ul style="list-style-type: none"> 福利厚生の設定と管理: 福利厚生プランのエンドツーエンドの設定、資格要件、ライフイベント、加入期間、給与連携、例外処理を網羅します。
トピック 2	<ul style="list-style-type: none"> レポート作成と分析: 加入状況の傾向、プランの利用状況、福利厚生データの分析結果を追跡するための標準レポートおよびカスタムレポートの作成について説明します。
トピック 3	<ul style="list-style-type: none"> リアルタイム実践: 福利厚生プランの実践的な設定、加入シミュレーション、Workdayのテナントダッシュボードと加入ダッシュボードの使用方法について解説します。

トピック 4	<ul style="list-style-type: none"> コンプライアンスと監査: 監査証跡管理を含め、福利厚生の設定が法的要件および社内方針の要件を満たしていることを確認する。
トピック 5	<ul style="list-style-type: none"> はじめに: Workday Benefitsの基礎知識 (アーキテクチャ、ナビゲーション、コアコンセプトなど) を網羅しています。

>> Workday-Pro-Benefits復習テキスト <<

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専門的に言えば、試験を受けるに関するテクニックを勉強する必要があります。Japancertというサイトは素晴らしいソースサイトで、WorkdayのWorkday-Pro-Benefitsの試験材料、研究材料、技術材料や詳しい解答に含まれています。問題集が提供したサイトは近年で急速に増加しています。あなたは試験の準備をするときに見当もつかないかもしれません。JapancertのWorkdayのWorkday-Pro-Benefits試験トレーニング資料は専門家と受験生の皆様に証明された有効なトレーニング資料で、あなたが試験の合格することを助けられます。

Workday Pro Certification exam 認定 Workday-Pro-Benefits 試験問題 (Q31-Q36):

質問 # 31

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 a Passive Event that triggers the Change Job business process.
- C. Create a condition rule on the Change Benefits business process, referencing the Change Job event.
- **D. Create an event on Maintain Enrollment Event Types, inserting the Change Job business process in the Events and Reasons section.**

正解: D

解説:

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.

質問 # 32

An employee attempts to report the April 30 birth of their child on June 30, but they receive an error when submitting the event. Why did they receive an error?

- A. You did not activate the employee's Workday account.
- B. You have not configured coverage types for that event.
- C. The employee belongs to more than one benefit group.
- **D. The Employee Cannot Report After Days to Enroll checkbox is selected.**

正解: D

解説:

The correct answer is B because Workday life event reporting can be restricted by enrollment timing rules tied to the event

configuration. When an employee reports the birth of a child, the event must usually be submitted within a defined number of days from the event date. If the Employee Cannot Report After Days to Enroll setting is enabled, Workday prevents the worker from submitting the event once that reporting window has expired. In this scenario, the child's birth occurred on April 30 and the employee attempted to report it on June 30, which is typically outside the allowed time frame for that qualifying life event. Option A is incorrect because missing coverage types would affect which benefits can be changed, but it would not specifically explain a timing-based submission error on the event itself. Option C is unrelated, since account activation does not determine whether a valid life event can be submitted after the deadline. Option D is also incorrect because benefit group overlap is an eligibility and configuration issue, not the reason for a late event reporting error. The error is caused by the event submission window having expired.

質問 # 33

You must create a rate for a client's medical plan based on an employee's age, tobacco usage, and the coverage target the employee selects. What rate type will meet these requirements?

- A. Calculated Health Care Rate
- B. Benefit Surcharge
- C. Benefit Annualized Rate
- D. Flat Health Care Rate

正解: A

解説:

The correct answer is B because a Calculated Health Care Rate is designed for medical plan pricing that depends on multiple worker-specific and election-specific factors. In this scenario, the rate must vary based on the employee's age, tobacco usage, and the coverage target selected during enrollment. That combination requires a configurable rate structure capable of evaluating demographic factors and enrollment choices together, which is exactly what a calculated health care rate supports in Workday. Option A is incorrect because a flat health care rate applies a fixed amount and does not dynamically adjust based on employee attributes or selected coverage targets. Option C is not the best fit because a Benefit Annualized Rate is intended to standardize cost presentation or annualization logic rather than drive complex medical pricing based on multiple eligibility and rating factors. Option D is also incorrect because a benefit surcharge is generally used to add an extra charge for a specific condition, such as tobacco use, but it does not by itself represent the full rate structure for the medical plan. A calculated health care rate is the appropriate configuration when several variables determine the employee's cost.

質問 # 34

You are a benefit administrator. You must determine how many benefit groups to create. For what reason would you create more than one benefit group?

- A. One benefit plan is only available for employees over 50 years old.
- B. Health care coverage targets are different between two medical plans.
- C. You have employees in the United States and the United Kingdom and they receive benefits in different currencies.
- D. Workers hold multiple positions within the enterprise.

正解: C

解説:

The correct answer is C because benefit groups in Workday are typically created when distinct populations of workers need different overall benefits structures, often due to major organizational differences such as country, legal entity, or currency. When employees are located in different countries like the United States and the United Kingdom, they commonly have different benefit programs, regulatory requirements, providers, and plan pricing currencies. In that situation, separate benefit groups help organize eligibility and ensure each population is tied to the correct set of plans and configuration rules.

Option A is not the best reason because holding multiple positions does not by itself require separate benefit groups; eligibility is usually managed through worker and job-based rules. Option B is more appropriately handled through plan-level eligibility rules rather than creating an entirely separate benefit group for one age-based condition. Option D concerns differences within medical plan design, such as coverage targets, which can be handled at the plan configuration level rather than by creating separate groups. Benefit groups should be used when broad populations require distinct benefits frameworks, and different countries with different currencies are a strong example of that need.

質問 # 35

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 Coverage Dependent Eligibility field of the healthcare plan**
- C. In the Maintain Related Persons Relationship task under the child relationship
- D. In the dependent eligibility field of the healthcare plan

正解: B

解説:

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.

質問 # 36

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当社Workdayは、Workday-Pro-Benefits試験問題を編集するために、この分野で多くの主要な専門家を採用しています。当社のチームベースの作業システムは、次世代の最高のWorkday-Pro-Benefits試験トレントがJapancert最終的に形を成し遂げる精神と手を携える人材を最大限に引き出すように設計されています。当社は、優れたアフターサービスを提供し、ガイドの急流に革新をもたらした実績があります。当社の専門家がお客様に世界クラスのWorkday-Pro-BenefitsのWorkday Pro Certification examガイドトレントを作成できるため、お客様の成功が保証されます。Workday-Pro-Benefits試験に合格する必要があります。

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