

# Workday-Pro-Benefits認證資料 & Workday-Pro-Benefits認證考試



你現在正在為了尋找Workday的Workday-Pro-Benefits認證考試的優秀的資料而苦惱嗎？不用再擔心了，這裏就有你最想要的東西。應大家的要求，KaoGuTi為參加Workday-Pro-Benefits考試的考生專門研發出了一種高效率的學習方法。大家都是一邊工作一邊準備考試，這樣很費心費力吧？為了避免你在準備考試時浪費太多的時間，KaoGuTi為你提供了只需要經過很短時間的學習就可以通過考試的Workday-Pro-Benefits考古題。這個考古題包含了實際考試中一切可能出現的問題。所以，只要你好好學習這個考古題，那麼通過Workday-Pro-Benefits考試就不再是難題了。

我們都知道在現在這個競爭激烈的IT行業，擁有一些IT相關認證證書是很有必要的。IT認證證書是對你的IT專業知識和經驗的最好證明。在IT行業中Workday Workday-Pro-Benefits 認證考試是一個很重要的認證考試，但是通過Workday Workday-Pro-Benefits 認證考試是有一定難度的。但是為了能讓工作職位有所提升花點金錢選擇一個好的培訓機構來幫助你通過考試是值得的。KaoGuTi擁有最新的針對Workday Workday-Pro-Benefits認證考試的培訓資料，與真實的考試很95%相似性。如果你使用KaoGuTi提供的培訓，你可以100%通過考試。如果你考試失敗，我們會全額退款。

>> Workday-Pro-Benefits認證資料 <<

## Workday-Pro-Benefits認證考試，Workday-Pro-Benefits學習筆記

作為IT認證的一項重要考試，Workday Workday-Pro-Benefits認證資格可以給你帶來巨大的好處，所有請把握這次可以成功的機會。為了能順利通過考試，持有完全版的Workday Workday-Pro-Benefits題庫資料是必要的，你就能輕鬆通過想要的認證考試。此外，KaoGuTi提供的所有考古題都是最新的，其中PDF版本的Workday-Pro-Benefits題庫支持打印，方便攜帶，現在就來添加我們最新的Workday-Pro-Benefits考古題，了解更多的考試資訊吧！

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

### 問題 #45

You have a new gym membership benefit offering. You currently do not offer any gym benefits. Before you can configure the plan,

what must you do?

- A. Create a new rate to specify how much to charge the employee.
- B. Create a new related person relationship in the Maintain Related Person Relationships task.
- C. Create a new benefit group for gym-eligible workers.
- **D. Create a new coverage type in the Maintain Benefit Coverage Types task.**

**答案： D**

解題說明：

The correct answer is C because Workday Benefits configuration starts with the foundational components that define how a benefit offering is structured. When introducing a completely new type of benefit such as a gym membership, the system must first recognize the benefit category through an appropriate coverage type. The coverage type serves as a core setup element that supports plan creation and determines how the plan is classified within the benefits framework.

Option A is not correct because rates are generally configured after the underlying plan structure exists. Rates define pricing or cost-sharing, but they do not establish the foundational setup needed to create a new benefit offering. Option B is also incorrect because benefit groups are used to organize worker eligibility and enrollment populations, not to establish the base benefit component required for a new plan type. Option D applies to dependent or related-person scenarios, such as spouse or child coverage, which is not relevant for a gym membership benefit. In this case, defining the proper coverage type is the necessary first step before the plan itself can be configured.

**問題 #46**

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

**答案： A**

解題說明：

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.

**問題 #47**

You are preparing to go live on Workday Benefits for your U.K. employees. Child dependents in the U.K. stop coverage on the last day of the month in which they turn 25 years old. You create a benefit event called Child Reaches Age Limit. Where in the Enrollment Event Rule do you add Child Reaches Age Limit?

- **A. Loss of Coverage tab**
- B. Levels of Change - Newly Eligible tab
- C. Start or Waive Coverage tab
- D. Levels of Change - Currently Covered tab

**答案： A**

解題說明：

The correct answer is B because when a dependent reaches an age limit and loses eligibility for coverage, Workday treats this as a loss of coverage event. In this scenario, the child turning 25 triggers the termination of dependent eligibility, meaning their coverage

must end. The Loss of Coverage tab within the Enrollment Event Rule is specifically designed to handle situations where an individual or dependent is no longer eligible for a benefit and coverage needs to be removed or ended.

Option A is incorrect because the Currently Covered tab is used to manage existing enrollments that remain valid, not those that must terminate due to eligibility changes. Option C applies to scenarios where coverage is being initiated or waived, not removed due to age limits. Option D is also incorrect because the Newly Eligible tab is used when a worker or dependent becomes eligible for new coverage, which is the opposite of this situation. Since the event results in the dependent losing eligibility and coverage, configuring it under the Loss of Coverage tab ensures proper termination processing within the enrollment event.

#### 問題 #48

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

答案： C

解題說明：

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.

#### 問題 #49

A consultant is working with a client to set up maximum coverage limits between two insurance plans. The client wants the Spousal Life coverage to be no more than 50% of the employee's Voluntary Supplemental Life coverage. How will the consultant implement this?

- A. Create a cross plan insurance percentage maximum to limit Spousal Life coverage to 50% of Voluntary Supplemental Life.
- B. Add an eligibility rule to the Spousal Life plan to limit coverage to 50% of the employee's Voluntary Supplemental Life coverage.
- C. Add a validation to the change benefits business process to limit Spousal Life coverage to 50% of Voluntary Supplemental Life.
- D. Create a cross plan enrollment prerequisite to ensure the employee selects the same coverage target for both insurance plans.

答案： A

解題說明：

The correct answer is D because Workday provides cross plan insurance rules specifically to control relationships between elections across multiple insurance plans. When one plan's maximum coverage must be calculated as a percentage of another plan's election, the correct configuration is a cross plan insurance percentage maximum. In this case, the Spousal Life plan must be capped at 50% of the employee's Voluntary Supplemental Life election, so the system needs a rule that compares the two plans and enforces that percentage-based limit during enrollment.

Option A is incorrect because an eligibility rule determines whether a worker can enroll in a plan, not how one insurance election is mathematically limited by another. Option B is also incorrect because business process validations are not the standard configuration method for enforcing insurance coverage relationships during benefit elections. Option C does not solve the requirement either, since a prerequisite can require another election but does not impose a percentage-based maximum. To enforce dependent insurance coverage limits tied to an employee's elected amount, Workday uses a cross plan insurance percentage maximum, making D the correct configuration choice.

## 問題 #50

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為了讓生活過得更好些，參加 Workday-Pro-Benefits 認證考試獲取 Workday 認證是每位選擇IT行業的工作人員必經之路。只有獲取了公司要求的這張證書既可獲得加薪和升遷的機會。而 Workday 在考古題考試方面的雄厚實力源於業界企業的大力支持。數千家公司均依託 Workday 標準來提供一個可靠的員工業績評估。此外，數十家擁有自己考古題專案的公司也非常信賴 Workday 的 Workday-Pro-Benefits 考古題，以確保員工具備扎實的技能功底。此舉可以為公司節省大量的時間和開銷。

**Workday-Pro-Benefits認證考試:** [https://www.kaoguti.com/Workday-Pro-Benefits\\_exam-pdf.html](https://www.kaoguti.com/Workday-Pro-Benefits_exam-pdf.html)

我們的KaoGuTi Workday-Pro-Benefits認證考試提供的產品可以100%保證你通過考試，而且還會為你提供一年的免費的更新服務，客服很到位 Workday-Pro-Benefits順利通過 Workday-Pro-Benefits題庫用的KaoGuTi 的版本，我們會根考試認證廠商的動態變化而及時更新題庫，確保 Workday-Pro-Benefits 考試題庫始終是最新最全的，我們的 Workday-Pro-Benefits考試準備材料可以滿足您參加認證考試的一切知識與技巧需求，Workday Workday-Pro-Benefits 認證資料 所以，單單是依靠培訓並不能保證我們實際考試的通過率，提供一年免費升級服務所有購買我們“Workday-Pro-Benefits 考古題”的客戶，都將獲得一年免費升級的售後服務，這是為什麼呢，因為有KaoGuTi Workday的Workday-Pro-Benefits考試培訓資料在手，KaoGuTi Workday的Workday-Pro-Benefits考試培訓資料是IT認證最好的培訓資料，它以最全最新，通過率最高而聞名，而且省時又省力，有了它，你將輕鬆的通過考試。

那個武將也來查看了壹番，也得知了這個鬼將的意思後，小友可否告知本城是從何處聽來的，我們的KaoGuTi提供的產品可以100%保證你通過考試，而且還會為你提供一年的免費的更新服務，客服很到位 Workday-Pro-Benefits順利通過 Workday-Pro-Benefits題庫用的KaoGuTi 的版本。

## Workday-Pro-Benefits認證資料，Workday Pro Certification exam Workday-Pro-Benefits認證考試

我們會根考試認證廠商的動態變化而及時更新題庫，確保 Workday-Pro-Benefits 考試題庫始終是最新最全的，我們的 Workday-Pro-Benefits考試準備材料可以滿足您參加認證考試的一切知識與技巧需求，所以，單單是依靠培訓並不能保證我們實際考試的通過率。

- 專業Workday-Pro-Benefits認證資料及資格考試領先供應商和免費下載的Workday Workday Pro Certification exam  
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