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Workday Pro Certification exam Sample Questions (Q48-Q53):

NEW QUESTION # 48

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

Answer: B

Explanation:

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.

NEW QUESTION # 49

Which rates can include demographic factors such as Age in Years and Length of Service in Months?

- A. Flat healthcare rates
- B. Benefits annualized rates (BAR) and additional benefits rates
- C. Additional benefits rates
- **D. Insurance rates and calculated healthcare rates**

Answer: D

Explanation:

The correct answer is C because Workday allows insurance rates and calculated healthcare rates to incorporate demographic factors such as age and length of service when determining employee contributions or employer costs. These types of rates are designed to be dynamic and flexible, enabling organizations to apply tiered or variable pricing structures based on worker-specific attributes. For example, insurance plans often vary premiums based on age bands, while calculated healthcare rates can use formulas that consider service duration or other demographic criteria.

Option A is incorrect because flat healthcare rates apply a fixed cost regardless of employee characteristics, meaning demographic factors are not considered. Option B is incorrect because Benefits Annualized Rates (BAR) primarily standardize cost calculations over time and do not inherently support demographic-based variations. Option D is also incorrect because additional benefits rates are typically used for supplemental offerings and do not provide the same level of demographic-driven calculation capability. Therefore, insurance and calculated healthcare rates are the appropriate rate types for incorporating demographic factors in Workday Benefits configuration.

NEW QUESTION # 50

What is true about Related Person Relationships in Workday?

- A. Workday can track wellness for employees but not their dependents.
- B. Related Person Relationships can be restricted by benefit group.
- **C. You can leave the Restricted to Relationships field blank if you want to use a relationship type for dependents, beneficiaries and emergency contacts.**
- D. Related Person Relationships are Workday-delivered and cannot be changed.

Answer: C

Explanation:

The correct answer is B because in Workday, Related Person Relationships are configurable and can be used across multiple contexts such as dependents, beneficiaries, and emergency contacts. The Restricted to Relationships field allows administrators to limit where a relationship type can be used. However, if this field is left blank, the relationship type becomes broadly available across all applicable areas, enabling it to be used flexibly for different purposes within the system.

Option A is incorrect because although Workday delivers some standard relationship types, they can be configured or extended as needed. Option C is incorrect because Workday does support tracking certain dependent-related data within benefits and eligibility contexts. Option D is also incorrect because Related Person Relationships are not restricted by benefit group; they are global configuration elements that apply across the tenant rather than being tied to specific benefit group eligibility structures. Therefore, leaving the restriction field blank allows maximum usability of a relationship type across different business processes.

NEW QUESTION # 51

What must you configure prior to creating an insurance plan?

- A. Levels of Change tabs within the Enrollment Event Rule.
- B. Electronic signature, health care classification, and provider ID.
- **C. Insurance coverage levels, insurance coverage, and insurance rate.**

- D. Benefit provider, benefit plan year definition, and enrollment instructions.

Answer: C

Explanation:

The correct answer is A because Workday insurance plan setup depends on several foundational insurance-specific components being in place before the plan itself can be configured. These prerequisites include insurance coverage levels, insurance coverage, and the applicable insurance rate. Together, these elements define how the plan will structure enrollment options, what level of protection or election is available, and how the associated cost is calculated. Without these core building blocks, the insurance plan cannot be created correctly because the plan requires a predefined coverage framework and rate structure.

Option B is incorrect because Enrollment Event Rule configuration is related to how and when workers can make benefit changes, not to the foundational setup required before creating the plan. Option C is not correct because those items are not the standard prerequisite configuration components for insurance plan creation.

Option D includes items that may be relevant later in overall benefits administration, but they are not the essential insurance setup components required prior to creating the plan itself. For insurance plan configuration in Workday, the primary prerequisite is the definition of coverage levels, coverage structure, and rates.

NEW QUESTION # 52

What business process allows you to change benefit elections during HCM business processes like Hire and Change Job?

- A. Change Benefits for Life Event
- B. Change Benefits for Open Enrollment
- **C. Change Benefits (Default Definition)**
- D. Change Benefits for Global Modern Services

Answer: C

Explanation:

The correct answer is D because Change Benefits (Default Definition) is the standard business process in Workday that enables benefit elections to be triggered and processed in conjunction with core HCM events such as Hire, Change Job, or other staffing actions. This business process is designed to integrate with HCM workflows and ensures that benefit eligibility and enrollment opportunities are automatically initiated when relevant changes occur in a worker's employment status.

Option A is incorrect because Open Enrollment is a specific, scheduled event that applies to all eligible workers during a defined period, not to individual HCM transactions. Option B is also incorrect because Life Event processes are triggered by employee-reported changes such as marriage or birth, rather than system-driven HCM events. Option C is not a standard Workday benefits business process used for enrollment. The Default Definition provides the foundational configuration that links benefits processing with HCM business processes, allowing seamless and automated benefit election updates during key employment events.

NEW QUESTION # 53

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