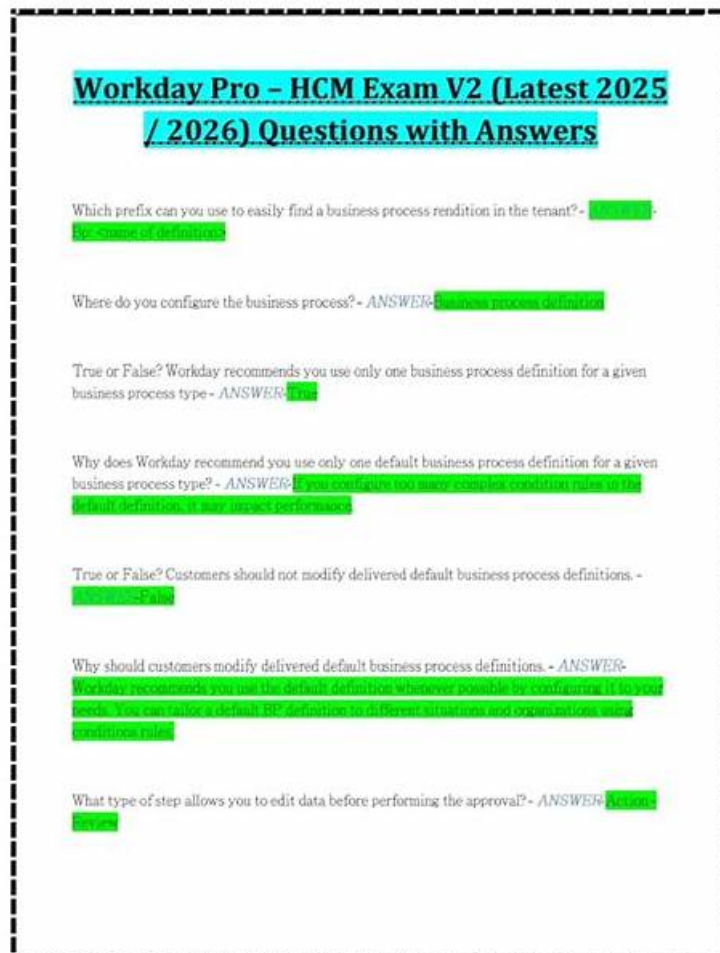


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Workday Pro Certification exam Sample Questions (Q20-Q25):

NEW QUESTION # 20

What is true about Related Person Relationships in Workday?

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

Answer: B

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 # 21

What is true about benefit events in Workday?

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

Answer: A

Explanation:

The correct answer is A 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 B 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 C is also incorrect because benefit events typically cannot be freely deleted once in use; instead, they are inactivated to preserve historical data integrity. Option D 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 # 22

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

Answer: C

Explanation:

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.

NEW QUESTION # 23

An employee is enrolled in a medical plan at the Employee+Family target level. The family just welcomed a new baby and wants to add the child to their existing medical plan. What steps do they need to take?

- A. The employee needs to wait until the company's next open enrollment period, then add the new child dependent to their existing medical plan. Workday will automatically grant coverage for the new child dependent backdated to the child's date of birth.
- B. The employee needs to add the new child dependent using Workday self-service. Since they already have the Employee+Family target for their medical, they do not need to submit another event to add the new child dependent.
- C. The employee does not need to add their new child dependent to Workday. Since they already have Employee+Family coverage for their medical benefit, the insurance carrier automatically covers the child.
- **D. The employee needs to start the appropriate benefit event in Workday, add the new child dependent to their medical plan, and then submit the benefit event.**

Answer: D

Explanation:

The correct answer is A because in Workday, adding a newborn to benefits requires more than simply already being enrolled at the Employee+Family coverage target. Even when the employee's current election tier already allows family coverage, the new dependent must still be formally added through a qualifying life event , typically a birth event. The employee must initiate the appropriate benefits event, add the child as a dependent, review the existing medical plan election, and submit the event so the system can properly record the dependent, apply eligibility rules, and transmit the updated enrollment to downstream processes and carriers.

Option B is incorrect because carrier coverage does not update automatically unless the dependent is entered and the benefit event is completed in Workday. Option C is incorrect because a birth is a qualifying life event and should not wait until the next open enrollment period. Option D is also incorrect because adding the dependent record alone is not enough; the employee must also complete and submit the related benefits event so the child is attached to the medical election and coverage is processed correctly.

NEW QUESTION # 24

Refer to the following scenario to answer the question below:

You need to configure an Open Enrollment event for your client, with these requirements:

All benefit coverages and deductions will start at the beginning of the new plan year.

Employees may select any benefit for which they are eligible.

If employees do not make changes during open enrollment, they should remain enrolled in the benefits they had prior to open enrollment.

If employees do not enroll in Health Savings Account and Flexible Spending Accounts, then those benefits should no longer be active for the employee.

On the Coverage Rules tab, what must you enter in the Defaulting Rules field to ensure employees making no changes to their HSA and FSA elections are no longer enrolled in those plans?

- A. Reinstate Previous Elections or Waive
- B. Default to Current Provider/Classification or Waive
- **C. Default to Waive**
- D. Default to Current Elections or Waive

Answer: C

Explanation:

The correct answer is A because Health Savings Accounts (HSA) and Flexible Spending Accounts (FSA) typically require active re-enrollment each plan year, meaning they do not automatically carry forward prior elections. In Workday, this behavior is controlled through the Defaulting Rules on the Coverage Rules tab of the Enrollment Event Rule. By selecting Default to Waive, the system ensures that if an employee does not take action during Open Enrollment, their election for these plans will default to waived status, effectively ending their participation for the new plan year.

Option B is incorrect because Default to Current Elections or Waive would retain prior elections if no changes are made, which contradicts the requirement that HSA and FSA should not remain active without explicit enrollment. Option C is also incorrect because reinstating previous elections would automatically continue participation. Option D is not relevant because provider or classification defaulting does not control whether coverage continues or is waived. Therefore, to enforce active enrollment and prevent automatic carryover, the correct configuration is Default to Waive.

NEW QUESTION # 25

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