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Workday Pro Certification exam Sample Questions (Q49-Q54):

NEW QUESTION # 49

What is true about benefit events in Workday?

- A. Events are Workday-delivered.
- B. Events can be deleted when no longer needed.
- C. Events are configured using your company's requirements.

- D. All events will automatically close after 30 days.

Answer: C

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 # 50

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 medical or dental plans remain in the elections they had prior to open enrollment?

- A. Reinstate Previous Elections, Priority Coverage or Waive
- **B. Default to Current Elections or Waive**
- C. Default to Priority Coverage or Waive
- D. Default to Waive

Answer: B

Explanation:

The correct answer is B because medical and dental plans typically follow a passive enrollment approach during Open Enrollment, meaning employees who take no action should automatically retain their current elections. In Workday, this behavior is controlled through the Defaulting Rules on the Coverage Rules tab of the Enrollment Event Rule. Selecting Default to Current Elections or Waive ensures that if an employee does not actively make changes, the system carries forward their existing elections into the new plan year.

This aligns with the requirement that employees remain enrolled in their prior medical and dental coverage unless they explicitly choose otherwise. Option A is incorrect because Priority Coverage is used when selecting among multiple available options rather than maintaining existing elections. Option C is not appropriate because it introduces unnecessary complexity and is not the standard configuration for passive enrollment scenarios. Option D is incorrect because Default to Waive would terminate coverage for employees who do not take action, which contradicts the requirement. Therefore, using Default to Current Elections or Waive ensures consistent continuation of coverage for passive enrollment plans like medical and dental.

NEW QUESTION # 51

Your employer matches dollar-for-dollar 401(k) retirement savings contributions until employees contribute 5% of their salary. How do you configure an employer match in Workday?

- A. Input 5% on the Employer Contributions section on the benefit plan setup.
- **B. Create a separate 401(k) match plan and configure a cross plan dependency rule to ensure the election of the 401(k) match plan.**
- C. Once the plan is configured, work with your payroll team to configure a dollar-for-dollar match.
- D. Work with the retirement plan provider to send contribution matches via integration.

Answer: B

Explanation:

The correct answer is D because in Workday, employer match contributions for retirement plans are typically configured using a separate match plan rather than being embedded directly within the employee contribution plan. This design allows for greater flexibility and control over eligibility, contribution rules, and plan dependencies. By creating a distinct 401(k) match plan, administrators can define specific employer contribution logic, such as dollar-for-dollar matching up to a defined percentage, and then link it to the primary 401(k) savings plan.

A cross plan dependency rule ensures that when an employee elects the base 401(k) plan, the corresponding employer match plan is also triggered or made available. This approach supports accurate enrollment behavior and maintains clear separation between employee and employer contributions for reporting and processing purposes. Option A and B incorrectly shift responsibility outside Workday configuration, while Option C oversimplifies the setup and does not reflect how employer matching logic is structured within the system.

Therefore, using a separate match plan with dependency rules is the correct and standard approach.

NEW QUESTION # 52

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 re-close and re-finalize open enrollment for the integration to send the updated coverage to the benefit providers.
- B. The benefit partner needs to create a hybrid event for an open enrollment and a birth event for January 1.
- C. The benefit administrator needs to rescind the employee's open enrollment event and trigger a new Open Enrollment event for the employee to complete.
- **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 # 53

A new benefit plan will become eligible for enrollment for employees on July 1, in the middle of the current plan year. What steps do you take to ensure the plan is implemented and eligibility is controlled correctly?

- **A. Future date the benefit plan as of July 1 and add it to the existing benefit plan year definition for employees to enroll.**
- B. Create the benefit plan as of July 1, but introduce the new plan during the next plan year.
- C. Add the benefit plan to the existing plan year definition without setting any eligibility rules, as eligibility will automatically be controlled.
- D. Create a benefit plan year definition with the starting date of July 1, including the new benefit plan.

Answer: A

Explanation:

The correct answer is C because Workday allows benefit plans to be introduced mid-year by using effective dating on the plan and associating that plan with the existing benefit plan year definition. Since the plan must become available on July 1 within the current plan year, the correct approach is to configure the plan with a future effective date of July 1 and ensure it is included in the current plan year so eligible workers can enroll when the plan becomes active.

Option A is incorrect because delaying the plan until the next plan year does not meet the stated requirement for a mid-year rollout. Option B is also incorrect because creating a separate plan year beginning July 1 is not the standard solution when the organization is already operating within an existing plan year. Option D is incorrect because eligibility is not automatically controlled simply by adding the plan to a plan year; eligibility must still be governed through the appropriate benefit group and plan eligibility configuration. Effective dating plus inclusion in the current plan year provides the correct structure for controlled mid-year implementation.

NEW QUESTION # 54

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