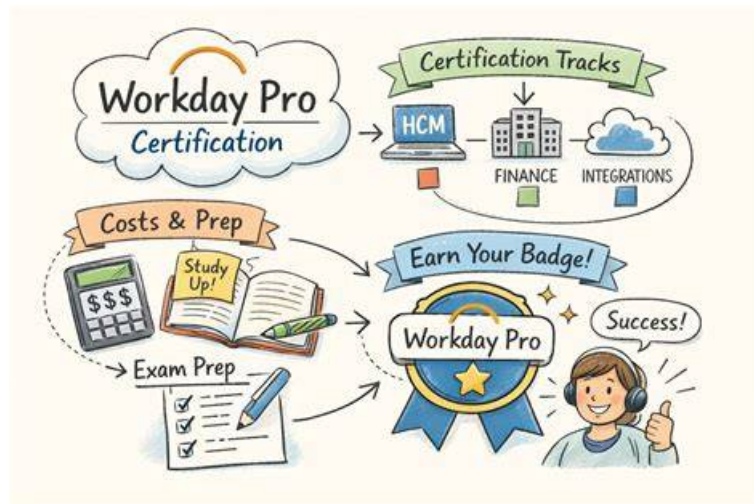


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Our Workday-Pro-Benefits training prep was produced by many experts, and the content was very rich. At the same time, the experts constantly updated the contents of the study materials according to the changes in the society. The content of our Workday-Pro-Benefits study guide is definitely the most abundant. Before you go to the exam, our Workday-Pro-Benefits Exam Questions can provide you with the simulating exam environment. This not only includes the examination process, but more importantly, the specific content of the exam. In previous years' examinations, the hit rate of Workday-Pro-Benefits learning quiz was far ahead in the industry.

Workday Workday-Pro-Benefits Exam Syllabus Topics:

Topic	Details
Topic 1	Compliance and Audit: Covers ensuring benefits configurations meet legal and company policy requirements, including audit trail management.
Topic 2	Reporting and Analytics: Covers generating standard and custom reports to track enrollment trends, plan usage, and benefits data insights.
Topic 3	Payroll & HCM Integration: Covers how benefits connect with payroll and HCM systems for automatic deductions and real-time updates.
Topic 4	Introduction: Covers foundational knowledge of Workday Benefits, including its architecture, navigation, and core concepts.

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be configured to a particular style or arrive at unique questions.

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

Answer: D

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

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

Answer: A

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 # 50

What task do you use to configure a new target for a dental plan offering?

- A. Edit Benefit Group
- B. Maintain Additional Benefits Coverage Targets
- **C. Maintain Health Care Coverage Targets**
- D. Edit Tenant Setup - HCM

Answer: C

Explanation:

The correct answer is D because dental plans in Workday are classified under health care plans, and therefore their coverage targets are configured using the Maintain Health Care Coverage Targets task. Coverage targets define how costs are distributed between employer and employee, such as percentage-based contributions or employer subsidy strategies. Since dental plans fall within the broader health care category, they inherit the same configuration framework used for medical and other health-related plans.

Option A is incorrect because Additional Benefits Coverage Targets are used for non-health-related offerings, such as life insurance or supplemental benefits, not for dental plans. Option B is not relevant because editing a benefit group impacts eligibility grouping rather than plan cost-sharing configuration. Option C is also incorrect because tenant setup tasks are used for system-wide configuration and do not control specific plan-level coverage targets. To properly define employer and employee cost-sharing for a dental plan, administrators must use the Maintain Health Care Coverage Targets task, ensuring consistent configuration within the health care benefits structure.

NEW QUESTION # 51

What is true about Related Person Relationships in Workday?

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

Answer: A

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 # 52

When the Finalize Open Benefit Events action closes an overdue benefit event, Workday defaults employees into their current elections or to waive. Where do you configure this defaulting logic?

- A. Enrollment Event Type
- **B. Enrollment Event Rule - Coverage Rules Tab**
- C. Enrollment Event Rule - Loss of Coverage Tab
- D. Benefit Plan

Answer: B

Explanation:

The correct answer is A because the Coverage Rules tab within the Enrollment Event Rule is where Workday defines how elections are defaulted when an employee does not take action during a benefit event. This includes scenarios such as overdue events that are

finalized using the Finalize Open Benefit Events process.

The system uses the defaulting logic configured in this tab-such as "Default to Current Elections or Waive"

-to determine whether existing elections are carried forward or coverage is waived.

Option B is incorrect because the Enrollment Event Type defines the nature of the event and triggering conditions, but it does not control election defaulting behavior. Option C is also incorrect because the Loss of Coverage tab is used to manage coverage termination scenarios, not default election outcomes. Option D is incorrect because benefit plan configuration defines plan-specific details but does not control how elections default when no action is taken during an event. Therefore, to manage how Workday assigns elections when events are closed without employee input, the configuration must be set on the Coverage Rules tab of the Enrollment Event Rule .

NEW QUESTION # 53

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