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

### **NEW QUESTION # 20**

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 condition rule on the Change Benefits business process, referencing the Change Job event.

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

**Answer: D**

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 # 21

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

**Answer: B**

Explanation:

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.

#### NEW QUESTION # 22

The benefit partner is monitoring new hire benefit events that are in progress. What report provides this information?

- **A. Benefit Events Status**
- B. Open Enrollment Status
- C. Benefit Group Audit
- D. Benefit Census

**Answer: A**

Explanation:

The correct answer is B because the Benefit Events Status report is specifically designed to track and monitor benefit events across

various stages, including in progress, submitted, completed, or cancelled . This report provides visibility into event activity at the individual worker level and is commonly used by benefits administrators to monitor ongoing events such as new hire benefit enrollments . It allows administrators to identify which employees still need to complete their elections and ensures timely follow-up. Option A is incorrect because the Benefit Group Audit report focuses on validating worker assignment to benefit groups and identifying eligibility overlaps, not event progress. Option C is also incorrect because the Benefit Census report provides a snapshot of current benefit enrollments rather than tracking event status. Option D is incorrect because Open Enrollment Status is specific to open enrollment events and does not provide detailed tracking for other event types like new hire events. For monitoring active benefit events, especially new hire enrollments, the correct report is Benefit Events Status .

### NEW QUESTION # 23

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

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

**Answer: B**

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 # 24

What is true about benefit events in Workday?

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

**Answer: B**

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 # 25

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