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Workday Pro Certification exam Sample Questions (Q13-Q18):

NEW QUESTION # 13

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

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

Answer: A

NEW QUESTION # 14

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. Add an eligibility rule to the Spousal Life plan to limit coverage to 50% of the employee's Voluntary Supplemental Life coverage.
- C. Add a validation to the change benefits business process to limit Spousal Life coverage to 50% of Voluntary Supplemental Life.
- **D. Create a cross plan insurance percentage maximum to limit Spousal Life coverage to 50% of Voluntary Supplemental Life.**

Answer: D

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 # 15

What is true about setting up coordination of events in benefits?

- A. You should turn it off for passive events.
- **B. You should turn it off for mass events.**
- C. You should turn it off for all your events.
- D. You should turn it off for all your HR-related events.

Answer: B

Explanation:

The correct answer is B because coordination of events in Workday Benefits is designed to manage how multiple benefit events interact with each other, especially when they overlap in timing or impact similar coverage types. While coordination is useful for handling standard life events and ensuring proper sequencing, it is generally recommended to turn off coordination for mass events, such as Open Enrollment or large-scale administrative events.

Mass events typically involve a large population of employees and are intended to process uniformly without being impacted by other concurrent or prior events. If coordination is left enabled, it can introduce unnecessary complexity, delays, or unintended dependencies between events, potentially preventing mass processing from completing efficiently. Disabling coordination ensures that mass events run independently and consistently across all eligible employees.

Option A is incorrect because HR-related events often benefit from coordination to ensure proper sequencing and data integrity. Option B is not correct because passive events may still require coordination depending on configuration. Option D is incorrect because coordination is an important feature and should not be universally disabled. Therefore, the best practice is to turn off coordination specifically for mass events.

NEW QUESTION # 16

You have an employee assistance plan that you offer at no cost to eligible employees. How do you automate employee enrollment in this plan?

- A. Configure the plan as a benefit default within the enrollment event rule.
- **B. Select Auto Enroll in the benefit plan. Ensure the appropriate benefit events reference the benefit coverage type.**
- C. Create an enrollment instruction for the benefit coverage type indicating that employees need to elect coverage for the plan.
- D. Select the Only One Election checkbox in the Maintain Benefits Coverage Types task.

Answer: B

Explanation:

The correct answer is C because Workday supports automatic enrollment for plans that should be assigned to all eligible employees without requiring them to actively make an election. For an employee assistance plan offered at no cost, the standard configuration is to enable Auto Enroll on the benefit plan itself. This tells the system to automatically place eligible workers into the plan when a relevant benefits event occurs. To make that automation work correctly, the corresponding benefit events must reference the plan's benefit coverage type, ensuring the plan is included when the event is processed.

Option A is incorrect because a benefit default influences default election behavior during an event, but it is not the primary configuration for systematically auto-enrolling employees into the plan. Option B is also incorrect because Only One Election limits election behavior within a coverage type and does not cause automatic enrollment. Option D is unrelated because enrollment instructions provide guidance to employees, not automation. When the goal is to automatically enroll all eligible workers in a no-cost plan, the correct approach is to enable Auto Enroll on the plan and ensure relevant events include that coverage type.

NEW QUESTION # 17

A company is introducing a new gym membership benefit. Employees can enroll in at any time during the year. The only plan that should be available is the gym membership, and coverage and deductions should start first of the following month. What should the benefit administrator do to the enrollment event rule?

- A. Add the new gym membership event type to the Start/Waive tab of the Enrollment event rule with coverage and deduction start dates as of the first of the following month.
- B. Add the new gym membership coverage type to the Start/Waive tab under other event types with coverage and deductions starting as of the event date.
- C. Add the new gym membership event type to the Loss of Coverage tab of the Enrollment event rule with coverage and deduction end dates as of the end of the month.
- D. Add the new gym membership event type to the Start/Waive tab of the Enrollment Event Rule with coverage and deductions start dates as Event Date.

Answer: A

Explanation:

The correct answer is A because this scenario describes a benefit that employees may elect during the year as a new enrollment opportunity, which means the event belongs on the Start/Waive tab of the Enrollment Event Rule. The requirement also states that only the gym membership plan should be available and that both coverage and payroll deductions should begin on the first of the following month. The Start/Waive configuration is where Workday controls which coverage type is opened for election and how coverage and deduction effective dates are calculated for that event.

Option B is incorrect because the Loss of Coverage tab is used when coverage is ending, not when a worker is newly electing a plan. Option C is also incorrect because it would start coverage and deductions on the event date, which does not meet the stated timing requirement. Option D is incorrect because enrollment event rules are driven by event types, not by adding a coverage type in place of the event itself. Therefore, the administrator should add the gym membership event type to Start/Waive and configure the start logic for the first of the following month.

NEW QUESTION # 18

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