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Workday Pro Certification exam Sample Questions (Q26-Q31):

NEW QUESTION # 26

What report will the benefit administrator use to close and finalize mass events?

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

Answer: B

NEW QUESTION # 27

What is true about Related Person Relationships in Workday?

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

Answer: C

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 # 28

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

Answer: C

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 # 29

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

Answer: C

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 # 30

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

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

Answer: C

NEW QUESTION # 31

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