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## Workday Workday-Pro-Integrations Exam Syllabus Topics:

Topic	Details
Topic 1	<ul style="list-style-type: none"><li>• Integrations: This section of the exam measures the skills of Integration Specialists and covers the full spectrum of integration techniques in Workday. It includes an understanding of core integration architecture, APIs, Workday Studio, and integration system user setup. The focus is on building scalable, maintainable, and secure integrations that ensure seamless system interoperability.</li></ul>
Topic 2	<ul style="list-style-type: none"><li>• Reporting: This section of the exam measures the skills of Reporting Analysts and focuses on building, modifying, and managing Workday reports that support integrations. It includes working with report writer tools, custom report types, calculated fields within reports, and optimizing report performance to support automated data exchange.</li></ul>
Topic 3	<ul style="list-style-type: none"><li>• Calculated Fields: This section of the exam measures the skills of Workday Integration Analysts and covers the creation, configuration, and management of calculated fields used to transform, manipulate, and format data in Workday integrations. It evaluates understanding of field types, dependencies, and logical operations that enable dynamic data customization within integration workflows.</li></ul>

## Workday Pro Integrations Certification Exam Sample Questions (Q48-Q53):

### NEW QUESTION # 48

What is the limitation when assigning ISUs to integration systems?

- A. An ISU can be assigned to only one integration system.
- B. An ISU can be assigned to five integration systems.
- C. An ISU can only be assigned to an ISSG and not an integration system.
- D. An ISU can be assigned to an unlimited number of integration systems.

**Answer: A**

Explanation:

This question examines the limitations on assigning Integration System Users (ISUs) to integration systems in Workday Pro Integrations. Let's analyze the relationship and evaluate each option to determine the correct answer.

Understanding ISUs and Integration Systems in Workday

\* Integration System User (ISU): An ISU is a specialized user account in Workday designed for integrations, functioning as a service account to authenticate and execute integration processes. ISUs are created using the "Create Integration System User" task and are typically configured with settings like disabling UI sessions and setting long session timeouts (e.g., 0 minutes) to prevent expiration during automated processes. ISUs are not human users but are instead programmatic accounts used for API calls, EIBs, Core Connectors, or other integration mechanisms.

\* Integration Systems: In Workday, an "integration system" refers to the configuration or setup of an integration, such as an External Integration Business (EIB), Core Connector, or custom integration via web services. Integration systems are defined to handle data exchange between Workday and external systems, and they require authentication, often via an ISU, to execute tasks like data retrieval, transformation, or posting.

\* Assigning ISUs to Integration Systems: ISUs are used to authenticate and authorize integration systems to interact with Workday.

When configuring an integration system, you assign an ISU to provide the credentials needed for the integration to run. This assignment ensures that the integration can access Workday data and functionalities based on the security permissions granted to the ISU via its associated Integration System Security Group (ISSG).

\* Limitation on Assignment: Workday's security model imposes restrictions to maintain control and auditability. Specifically, an ISU is designed to be tied to a single integration system to ensure clear accountability, prevent conflicts, and simplify security management. This limitation prevents an ISU from being reused across multiple unrelated integration systems, reducing the risk of unintended access or data leakage.

Evaluating Each Option

Let's assess each option based on Workday's integration and security practices:

Option A: An ISU can be assigned to five integration systems.

\* Analysis: This is incorrect. Workday does not impose a specific numerical limit like "five" for ISU assignments to integration systems. Instead, the limitation is more restrictive: an ISU is typically assigned to only one integration system to ensure focused security and accountability. Allowing an ISU to serve multiple systems could lead to confusion, overlapping permissions, or security risks, which Workday's design avoids.

\* **Why It Doesn't Fit:** There's no documentation or standard practice in Workday Pro Integrations suggesting a limit of five integration systems per ISU. This option is arbitrary and inconsistent with Workday's security model.

Option B: An ISU can be assigned to an unlimited number of integration systems.

\* **Analysis:** This is incorrect. Workday's security best practices do not allow an ISU to be assigned to an unlimited number of integration systems. Allowing this would create security vulnerabilities, as an ISU's permissions (via its ISSG) could be applied across multiple unrelated systems, potentially leading to unauthorized access or data conflicts. Workday enforces a one-to-one or tightly controlled relationship to maintain auditability and security.

\* **Why It Doesn't Fit:** The principle of least privilege and clear accountability in Workday integrations requires limiting an ISU's scope, not allowing unlimited assignments.

Option C: An ISU can be assigned to only one integration system.

\* **Analysis:** This is correct. In Workday, an ISU is typically assigned to a single integration system to ensure that its credentials and permissions are tightly scoped. This aligns with Workday's security model, where ISUs are created for specific integration purposes (e.g., an EIB, Core Connector, or web service integration). When configuring an integration system, you specify the ISU in the integration setup (e.g., under "Integration System Attributes" or "Authentication" settings), and it is not reused across multiple systems to prevent conflicts or unintended access. This limitation ensures traceability and security, as the ISU's actions can be audited within the context of that single integration.

\* **Why It Fits:** Workday documentation and best practices, including training materials and community forums, emphasize that ISUs are dedicated to specific integrations. For example, when creating an EIB or Core Connector, you assign an ISU, and it is not shared across other integrations unless explicitly reconfigured, which is rare and discouraged for security reasons.

Option D: An ISU can only be assigned to an ISSG and not an integration system.

\* **Analysis:** This is incorrect. While ISUs are indeed assigned to ISSGs to inherit security permissions (as established in Question 26), they are also assigned to integration systems to provide authentication and authorization for executing integration tasks. The ISU's role includes both: it belongs to an ISSG for permissions and is linked to an integration system for execution. Saying it can only be assigned to an ISSG and not an integration system misrepresents Workday's design, as ISUs are explicitly configured in integration systems (e.g., EIB, Core Connector) to run processes.

\* **Why It Doesn't Fit:** ISUs are integral to integration systems, providing credentials for API calls or data exchange. Excluding assignment to integration systems contradicts Workday's integration framework.

**Final Verification**

The correct answer is Option C, as Workday limits an ISU to a single integration system to ensure security, accountability, and clarity in integration operations. This aligns with the principle of least privilege, where ISUs are scoped narrowly to avoid overexposure. For example, when setting up a Core Connector: Job Postings (as in Question 25), you assign an ISU specifically for that integration, not multiple ones, unless reconfiguring for a different purpose, which is atypical.

**Supporting Documentation**

The reasoning is based on Workday Pro Integrations security practices, including:

\* Workday Community documentation on creating and managing ISUs and integration systems.

\* Tutorials on configuring EIBs, Core Connectors, and web services, which show assigning ISUs to specific integrations (e.g., Workday Advanced Studio Tutorial).

\* Integration security overviews from implementation partners (e.g., NetIQ, Microsoft Learn, Reco.ai) emphasizing one ISU per integration for security.

\* Community discussions on Reddit and Workday forums reinforcing that ISUs are tied to single integrations for auditability (r/workday on Reddit).

## NEW QUESTION # 49

After configuring domain security policies, what task must you run to ensure the most recent changes go into effect?

- A. Activate Previous Security Timestamp
- **B. Activate Pending Security Policy Changes**
- C. Activate Metadata Schedule
- D. Activate All Pending Authentication Policy Changes

**Answer: B**

**Explanation:**

Whenever changes are made to domain security policies, they remain in a pending state until you explicitly activate them by running the:

Activate Pending Security Policy Changes task.

This ensures that all updates to permissions are applied across the tenant for real-time enforcement.

Why the others are incorrect:

\* A. Activate Previous Security Timestamp reverts to a prior configuration.

\* B. Activate All Pending Authentication Policy Changes is only for authentication rules.

\* D. Activate Metadata Schedule applies to metadata changes, not security.

Reference:Admin#Guide#Authentication#and#Security.pdf - Section: Security Change Control # Activate Pending Security Policy Changes

### NEW QUESTION # 50

Refer to the scenario. You are configuring a Core Connector: Worker integration to extract worker demographic and contact information. The integration uses the Data Initialization Service (DIS) and must include worker fields such as name, address, and a calculated field identifying workers eligible for a phone allowance.

During a Full File test run, the output file is missing all address-related information, even though the Address Line Data, Municipality, Region, and Postal Code fields were configured in the Configure Integration Field Attributes step. You also confirmed that the Worker Personal Data Section is marked as Include in Output.

What should you do to resolve this issue?

- A. Within the Configure Integration Services task, select the Enable All Services checkbox.
- B. Enable the Worker Personal Data Section Fields integration service within the Configure Integration Services step.
- C. Mark each address field in the Address Data subfolder as Required in Configure Integration Field Attributes.
- **D. Enable the Address Data subfolder in Configure Integration Field Attributes and then reselect the address fields.**

**Answer: D**

Explanation:

This question concerns a Full File test of a Core Connector: Worker integration where address fields (Address Line, Municipality, Region, Postal Code) are missing from the output, despite being configured in Configure Integration Field Attributes. Additionally, the Worker Personal Data Section is marked as Include in Output.

This issue commonly stems from a missed Enablement of the Address Data subfolder, which acts as a container for the address-related fields. Even if individual fields are selected, they will not appear in the output if their parent subfolder is not enabled.

From the Workday Pro Integrations documentation:

"Each subfolder in the integration field hierarchy, such as Address Data under Worker Personal Data, must be explicitly enabled. If the subfolder itself is not enabled, the fields within it, even if marked as Required or Included, will not be rendered in the output." To resolve this:

Navigate to Configure Integration Field Attributes

Expand the Worker Personal Data > Address Data subfolder

Enable the subfolder

Then reselect the required address fields

Incorrect Options Explained:

A . Mark each address field as RequiredMarking fields as Required is only effective if the parent subfolder is enabled. Without enabling the subfolder, fields remain excluded.

C . Enable the Worker Personal Data Section Fields integration serviceThis pertains to service execution, not field visibility. The issue lies in field hierarchy and inclusion, not the service configuration.

D . Enable All Services in Configure Integration ServicesThis enables all integration services but does not impact field inclusion or subfolder visibility within field attribute configuration.

Reference:

Workday Pro: Integrations - Field Attributes Configuration and Subfolder Enablement Workday Community: Integration Field Attributes - Common Issues with Address Data Core Connector Deployment Guide - Field Selection and Troubleshooting

### NEW QUESTION # 51

Refer to the following scenario to answer the question below.

You have configured a Core Connector: Worker integration, which utilizes the following basic configuration:

\* Integration field attributes are configured to output the Position Title and Business Title fields from the Position Data section.

\* Integration Population Eligibility uses the field Is Manager which returns true if the worker holds a manager role.

\* Transaction Log service has been configured to Subscribe to specific Transaction Types: Position Edit Event.

You launch your integration with the following date launch parameters (Date format of MM/DD/YYYY):

\* As of Entry Moment: 05/25/2024 12:00:00 AM

\* Effective Date: 05/25/2024

\* Last Successful As of Entry Moment: 05/23/2024 12:00:00 AM

\* Last Successful Effective Date: 05/23/2024

To test your integration, you made a change to a worker named Jeff Gordon who is not assigned to the manager role. You perform an Edit Position on Jeff Gordon and update their business title to a new value. Jeff Gordon's worker history shows the Edit Position

Event as being successfully completed with an effective date of 05/24/2024 and an Entry Moment of 05/24/2024 07:58:53 AM however Jeff Gordon does not show up in your output.

What configuration element would have to be modified for the integration to include Jeff Gordon in the output?

- **A. Integration Population Eligibility**
- B. Transaction log subscription
- C. Integration Field Attributes
- D. Date launch parameters

**Answer: A**

Explanation:

The scenario describes a Core Connector: Worker integration with specific configurations, and a test case where Jeff Gordon's data doesn't appear in the output despite an Edit Position event. Let's analyze why Jeff Gordon is excluded and what needs to change:

\* Current Configuration:

\* Integration Field Attributes: Outputs Position Title and Business Title from Position Data.

\* Integration Population Eligibility: Filters workers where "Is Manager" = True (only managers).

\* Transaction Log Service: Subscribes to "Position Edit Event" transactions.

\* Launch Parameters:

\* As of Entry Moment: 05/25/2024 12:00:00 AM

\* Effective Date: 05/25/2024

\* Last Successful As of Entry Moment: 05/23/2024 12:00:00 AM

\* Last Successful Effective Date: 05/23/2024

\* Test Case:

\* Worker: Jeff Gordon (not a manager).

\* Action: Edit Position, updating Business Title.

\* Event Details: Effective Date 05/24/2024, Entry Moment 05/24/2024 07:58:53 AM.

\* Result: Jeff Gordon does not appear in the output.

\* Analysis:

\* Date Parameters: The integration captures changes between the Last Successful As of Entry Moment (05/23/2024 12:00:00 AM) and the current As of Entry Moment (05/25/2024 12:00:00 AM). Jeff's Edit Position event (Entry Moment 05/24/2024 07:58:53 AM) falls within this range, and its Effective Date (05/24/2024) is before the integration's Effective Date (05/25/2024), making it eligible from a date perspective.

\* Transaction Log: Subscribed to "Position Edit Event," which matches Jeff's action (Edit Position), so the event type is correctly captured.

\* Field Attributes: Outputs Position Title and Business Title, and Jeff's update to Business Title aligns with these fields.

\* Population Eligibility: Filters for "Is Manager" = True. Jeff Gordon is explicitly noted as "not assigned to the manager role," meaning "Is Manager" = False for him. This filter excludes Jeff from the population, regardless of the event or date eligibility.

\* Why Jeff is Excluded: The Integration Population Eligibility restriction ("Is Manager" = True) prevents Jeff Gordon from being included, as he isn't a manager. This filter applies to the entire worker population before events or fields are considered, overriding other conditions.

\* Option Analysis:

\* A. Transaction Log Subscription: Incorrect. The subscription already includes "Position Edit Event," which matches Jeff's action. Modifying this wouldn't address the population filter.

\* B. Integration Population Eligibility: Correct. Changing this to include non-managers (e.g., removing the "Is Manager" = True filter or adjusting it to include all employees) would allow Jeff Gordon to appear in the output.

\* C. Date Launch Parameters: Incorrect. Jeff's event (05/24/2024) falls within the date range, so the parameters are not the issue.

\* D. Integration Field Attributes: Incorrect. The attributes already include Business Title, which Jeff updated, so this configuration is irrelevant to his exclusion.

\* Modification Needed: Adjust the Integration Population Eligibility to either:

\* Remove the "Is Manager" = True filter to include all workers, or

\* Modify it to align with the scenario's intent (e.g., "Worker Type equals Employee") if managers were an unintended restriction.

\* Implementation:

\* Edit the Core Connector: Worker integration.

\* Use the related action Configure Integration Population Eligibility.

\* Remove or adjust the "Is Manager" = True condition.

\* Relaunch the integration and verify Jeff Gordon appears in the output.

References from Workday Pro Integrations Study Guide:

\* Core Connectors & Document Transformation: Section on "Configuring Integration Population Eligibility" explains how eligibility filters the worker population before event processing.

\* Integration System Fundamentals: Details how population scoping interacts with event subscriptions and launch parameters.



### NEW QUESTION # 52

Refer to the following scenario to answer the question below. Your integration has the following runs in the integration events report (Date format of MM/DD/YYYY):

Run #1

- \* Core Connector: Worker Integration System was launched on May 15, 2024 at 3:00:00 AM.
- \* As of Entry Moment: 05/15/2024 3:00:00 AM
- \* Effective Date: 05/15/2024
- \* Last Successful As of Entry Moment: 05/01/2024 3:00:00 AM
- \* Last Successful Effective Date: 05/01/2024

Run #2

- \* Core Connector: Worker Integration System was launched on May 31, 2024 at 3:00:00 AM.
- \* As of Entry Moment: 05/31/2024 3:00:00 AM
- \* Effective Date: 05/31/2024
- \* Last Successful As of Entry Moment: 05/15/2024 3:00:00 AM
- \* Last Successful Effective Date: 05/15/2024 On May 13, 2024 Brian Hill receives a salary increase. The new salary amount is set to \$90,000.00 with an effective date of April 30, 2024. Which of these runs will include Brian Hill's compensation change?

- A. Brian Hill will be included in both integration runs.
- B. Brian Hill will only be included in the second integration run.
- C. Brian Hill will only be included in the first integration run.
- D. Brian Hill will be excluded from both integration runs.

**Answer: D**

### NEW QUESTION # 53

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