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New Workday-Pro-Integrations Exam Objectives - Workday-Pro-Integrations Learning Engine

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Workday Pro Integrations Certification Exam Sample Questions (Q29-Q34):

NEW QUESTION # 29

You are creating an outbound connector using the Core Connector: Organization Outbound template. The vendor has provided the following requirements for how the data should appear in the output file.
The vendor would also like to change the default document retention policy of 30 days to 7 days. What tasks do you need to use to configure this in your connector?

- A. Configure Integration Maps and Configure Integration Attributes
- B. Configure Integration Maps and Configure Integration Field Attributes
- C. Configure Integration Field Overrides and Configure Integration Attributes
- D. Configure Integration Field Overrides and Configure Integration Field Attributes

Answer: C

Explanation:
When creating an outbound connector using the Workday Core Connector: Organization Outbound template, you need to configure the connector to meet specific vendor requirements, such as formatting output data and adjusting document retention policies. Let's break down the question and analyze the requirements and options based on Workday's integration framework, specifically focusing on the Core Connector and its configuration tasks.
Understanding the Requirements
* Output Data Formatting:The vendor has provided a table specifying how organization types should appear in the output file (e.g., Cost Center as "CC", Pay Group as "PAY", Supervisory as "S", and any other value as "OTHER"). This indicates a need to transform or map Workday organization data into specific output values, which is typically handled by configuring how fields are processed or mapped in the integration.
* Document Retention Policy Change:The vendor wants to change the default document retention policy from 30 days to 7 days. In Workday, document retention policies for integrations (e.g., files stored on SFTP or other delivery methods) are managed through integration settings, specifically attributes related to file retention or delivery options.
Analyzing Workday Core Connector: Organization Outbound
The Core Connector: Organization Outbound template is a pre-built Workday integration template used to extract organization-related data (e.g., cost centers, pay groups, supervisory organizations) and send it to an external system. It leverages Workday's integration framework, including integration maps, field overrides, and attributes, to customize data output and behavior.
* Integration Maps: Used to define how data is transformed or mapped from Workday to the output format, often involving XSLT or predefined mappings.
* Integration Field Overrides: Allow you to override or customize how specific fields are displayed or formatted in the output, such as mapping "Cost Center" to "CC" as per the vendor's table.
* Integration Attributes: Control broader integration settings, such as delivery methods, file formats, and retention policies (e.g., document retention duration).
* Integration Field Attributes: Typically focus on specific field-level properties but are less commonly used for retention policies or broad mappings compared to the above options.
Evaluating the Vendor's Output Requirements
The table provided (Cost Center # "CC", Pay Group # "PAY", Supervisory # "S", any other value # "OTHER") suggests a need to transform or override the default output values for organization types. This is a field-level customization, best handled by Integration Field Overrides, which allow you to specify custom values or formats for specific fields in the output.
* For example, in the Core Connector, you can use Integration Field Overrides to map the Workday organization type (e.g., "Cost_Center") to the vendor's desired output ("CC"). This is a common practice for outbound integrations where external systems require specific formatting.
Evaluating the Retention Policy Change
The default document retention policy of 30 days needs to be changed to 7 days. In Workday, retention policies for integration output files (e.g., files delivered via SFTP or email) are configured as part of the integration's attributes, not field-level settings.
* Integration Attributes are used to manage integration-wide settings, including delivery options, file retention periods, and other global configurations. You can specify the retention period (e.g., 7 days) in the attributes section of the Core Connector configuration.
* This is distinct from field-level overrides or maps, as retention is not tied to individual data fields but to the integration's output management.
Analyzing the Options
Now, let's evaluate each option to determine which tasks are needed to meet both requirements:
* A. Configure Integration Maps and Configure Integration Attributes
* Integration Maps: These are used for broader data transformations or mappings, such as converting Workday XML to another format or defining complex data relationships. While they could theoretically handle the output value mappings (e.g., Cost Center # "CC"), they are typically more complex and less granular than field overrides for simple value changes.
* Integration Attributes: Correct for configuring the retention policy (e.g., changing from 30 to 7 days), as attributes manage integration-wide settings like retention.

* Why Not Sufficient?: Integration Maps are overkill for simple field value overrides like the vendor's table, and field-level customization is better handled by Integration Field Overrides for precision and ease.
* B. Configure Integration Field Overrides and Configure Integration Field Attributes
* Integration Field Overrides: Correct for mapping specific field values (e.g., Cost Center # "CC"), as they allow granular control over output formats for individual fields.
* Integration Field Attributes: These are less commonly used and typically focus on field-specific properties (e.g., data type, length), not broad integration settings like retention policies. Retention is not managed at the field level, so this is incorrect for the retention requirement.
* Why Not Sufficient?: Integration Field Attributes do not handle retention policies, making this option incomplete.
* C. Configure Integration Field Overrides and Configure Integration Attributes
* Integration Field Overrides: Perfect for mapping the vendor's output values (e.g., Cost Center # "CC", Pay Group # "PAY", etc.), as they allow precise control over field-level output formatting.
* Integration Attributes: Correct for configuring the retention policy (e.g., changing from 30 to 7 days), as attributes manage integration-wide settings like file retention.
* Why Sufficient?: This combination addresses both requirements-field-level output formatting and integration-wide retention policy changes-making it the most accurate choice.
* D. Configure Integration Maps and Configure Integration Field Attributes
* Integration Maps: As explained, these are better for complex transformations, not simple field value overrides like the vendor's table. They could work but are less efficient than field overrides.
* Integration Field Attributes: As noted, these do not handle retention policies or broad integration settings, making them incorrect for the retention requirement.
* Why Not Sufficient?: This combination fails to address retention effectively and uses Integration Maps when Integration Field Overrides would be more appropriate for the output formatting.
Conclusion
Based on the analysis, the vendor's requirements for output formatting (mapping organization types to specific values) and changing the retention policy (from 30 to 7 days) are best met by:
* Integration Field Overrides: To customize the output values for organization types (e.g., Cost Center # "CC") as shown in the table.
* Integration Attributes: To adjust the document retention policy from 30 days to 7 days.

NEW QUESTION # 30
What is the purpose of the <xsl:template> element?

- A. Grant access to the XSLT language.
- B. Provide rules to apply to a specified node.
- C. Determine the output file type.
- D. Generate an output file name.

Answer: B

Explanation:
The <xsl:template> element is a fundamental component of XSLT (Extensible Stylesheet Language Transformations), which is widely used in Workday integrations, particularly within document transformation systems such as those configured via the Enterprise Interface Builder (EIB) or Document Transformation Connectors. Its primary purpose is to define rules or instructions that dictate how specific nodes in an XML source document should be processed and transformed into the desired output format.
Here's a detailed explanation of why this is the correct answer:
In XSLT, the <xsl:template> element is used to create reusable transformation rules. It typically includes a match attribute, which specifies the XML node or pattern (e.g., an element, attribute, or root node) to which the template applies. For example, <xsl:template match="Employee"> would target all <Employee> elements in the source XML.
Inside the <xsl:template> element, you define the logic-such as extracting data, restructuring it, or applying conditions-that determines how the matched node is transformed into the output. This makes it a core mechanism for controlling the transformation process in Workday integrations.
In the context of Workday, where XSLT is often used to reformat XML data into formats like CSV, JSON, or custom XML for external systems, <xsl:template> provides the structure for specifying how data from Workday's XML output (e.g., payroll or HR data) is mapped and transformed.
Let's evaluate why the other options are incorrect:
A . Determine the output file type: The <xsl:template> element does not control the output file type (e.g., XML, text, HTML). This is determined by the <xsl:output> element in the XSLT stylesheet, which defines the format of the resulting file independently of individual templates.
B . Grant access to the XSLT language: This option is nonsensical in the context of XSLT. The <xsl:template> element is part of the

XSLT language itself and does not "grant access" to it; rather, it is a functional building block used within an XSLT stylesheet.
D . Generate an output file name: The <xsl:template> element has no role in naming the output file. In Workday, the output file name is typically configured within the integration system settings (e.g., via the EIB or connector configuration) and is not influenced by the XSLT transformation logic.
An example of <xsl:template> in action might look like this in a Workday transformation:
<xsl:template match="wd:Worker">
<Employee>
<Name><xsl:value-of select="wd:Worker_Name"/></Name>
</Employee>
</xsl:template>
Here, the template matches the Worker node in Workday's XML schema and transforms it into a simpler <Employee> structure with a Name element, demonstrating its role in providing rules for node transformation.
:
Workday Pro Integrations Study Guide: "Configure Integration System - TRANSFORMATION" section, which explains XSLT usage in Workday and highlights <xsl:template> as the mechanism for defining transformation rules.
Workday Documentation: "XSLT Transformations in Workday" under the Document Transformation Connector, noting <xsl:template> as critical for node-specific processing.
W3C XSLT 1.0 Specification (adopted by Workday): Section 5.3, "Defining Template Rules," which confirms that <xsl:template> provides rules for applying transformations to specified nodes.
Workday Community: Examples of XSLT in integration scenarios, consistently using <xsl:template> for transformation logic.

NEW QUESTION # 31
Refer to the scenario. You are implementing a Core Connector: Worker integration to send employee data to a third-party active employee directory. The external vendor requires the following:
* The Employee's Active Directory User Principal Name.
* A mapping from Worker Type values to external worker type codes.
* A specific filename format that includes a timestamp and sequence number.
You also need to ensure the document transformation occurs before the file is delivered to the endpoint. You must include an Employee's Active Directory User Principal Name (generated by a Calculated Field).
How do you ensure this field is pulled into the output?

- A. Configure an integration map.
- B. Configure an integration field override.
- C. Configure an integration field attribute.
- D. Configure an integration attribute.

Answer: B

Explanation:
To surface a Calculated Field in a Core Connector: Worker (CCW) outbound, you use an Integration Field Override to substitute the connector's default source with your calculated value. An integration map (Option A) is intended to translate or normalize code values (for example, mapping internal Worker Type codes to the vendor's codes), not to replace the source of a field. Integration attributes (Option D) and integration field attributes (Option C) manage connector behavior and attributes, but they do not replace a field's data source with a calculated field. Therefore, the correct method to "pull" a calculated field into the CCW output is an Integration Field Override (Option B).
Why the other elements in the scenario matter (and how they're handled) - with exact extracts from your materials:
* Mapping Worker Type to external codes # Integration Maps (supports, but not the asked action):Your deployment guides call out maintaining and using Integration System Maps for code translations. This is exactly where you'd map "Worker Type" to the external system's codes, but it is not how you inject a calculated field into the payload.
"Maintenance of Integration System Maps"
"WORKDAY SETUP - NON STATIC MAPS" and "WORKDAY SETUP - STATIC MAPS" (table of contents for configuration of maps)
* Filename requires timestamp/sequence number # Sequence Generator (supports the scenario):Your Time Tracking/PECI deployment guide explicitly includes a Sequence Generator configuration that's used with certified connectors to build compliant, unique file names (often with timestamps and/or sequence numbers) before delivery.
"3.6 Sequence Generator" (configuration item for certified integrations used in file naming)
* Transformation before delivery # Standard integration flow (transform then deliver):The same deployment materials describe document/file delivery mechanics (for example, SFTP), which occur after the integration produces/transforms the document. This supports the scenario requirement that transformation happens prior to transmission.
"4. FILE DELIVERY SERVICE ... 4.4 SFTP Configuration" (document delivery occurs after the integration generates/transforms

the output)
* Security posture for integrations (context):For outbound/system users and secure delivery, the Workday Authentication & Security guide documents integration-appropriate authentication (e.g., X.509) and general integration security steps - relevant background for productionizing CCW but not directly affecting how to bring a calculated field into the payload.
"X509 Recommended for web services users and integrations that use an integration system user account." Putting it all together for the scenario:
* Use Integration Field Override to point the CCW field to your Calculated Field for UPN # (Correct answer: B).
* Use Integration Maps to translate Worker Type to the vendor's codes (supports the mapping requirement).
* Configure filename rules via Sequence Generator to include timestamp and sequence in the produced file name (supports the file-naming requirement).
* Ensure the document transformation runs as part of the integration generation step and then deliver via SFTP (file delivery service).
References (Workday Pro: Integrations-aligned materials):
* GPC_PECI_TimeTracking_DeploymentGuide_CloudPay.pdf - Sections "3.6 Sequence Generator" and "4. File Delivery Service" (delivery occurs after file generation/transform).
* GPC_PECI_DeploymentGuide_CloudPay_2.9.pdf - Map configuration sections ("WORKDAY SETUP - NON STATIC MAPS", "WORKDAY SETUP - STATIC MAPS").
* GPC_PECI_UserGuide_CloudPay_2.1.1.pdf - "Maintenance of Integration System Maps."
* Admin-Guide-Authentication-and-Security.pdf - Integration security notes, including X.509 recommendation for integrations.

NEW QUESTION # 32
Refer to the following XML and example transformed output to answer the question below.
Example transformed wd:Report_Entry output;
What is the XSLT syntax tor a template that matches on wd: Educationj3roup to produce the degree data in the above Transformed_Record example?

- A.
- B.
- C.
- D.

Answer: B

Explanation:
In Workday integrations, XSLT is used to transform XML data, such as the output from a web service- enabled report or EIB, into a desired format for third-party systems. In this scenario, you need to create an XSLT template that matches the wd:Education_Group element in the provided XML and transforms it to produce the degree data in the format shown in the Transformed_Record example. The goal is to output each degree (e.g., "California University MBA" and "Georgetown University B.S.") as a <Degree> element within a <Degrees> parent element.
Here's why option A is correct:
* Template Matching: The <xsl:template match="wd:Education_Group"> correctly targets the wd:
Education_Group element in the XML, which contains multiple wd:Education elements, each with a wd:Degree child, as shown in the XML snippet (e.g., <wd:Education>California University</wd:
Education><wd:Degree>MBA</wd:Degree>).
* Transformation Logic:
* <Degree> creates the outer <Degree> element for each education group, matching the structure in the Transformed_Record example (e.g., <Degree>California University MBA</Degree>).
* <xsl:copy><xsl:value-of select="*"/></xsl:copy> copies the content of the child elements (wd:
Education and wd:Degree) and concatenates their values into a single string. The select="*" targets all child elements of wd:Education_Group, and xsl:value-of outputs their text content (e.
g., "California University" and "MBA" become "California University MBA").
* This approach ensures that each wd:Education_Group is transformed into a single <Degree> element with the combined text of the wd:Education and wd:Degree values, matching the example output.
* Context and Output: The template operates on each wd:Education_Group, producing the nested structure shown in the Transformed_Record (e.g., <Degrees><Degree>California University MBA<
/Degree><Degree>Georgetown University B.S.</Degree></Degrees>), assuming a parent template or additional logic wraps the <Degree> elements in <Degrees>.
Why not the other options?
* B.
xml

WrapCopy
<xsl:template match="wd:Education_Group">
<Degree>
<xsl:value-of select="*"/>
</Degree>
</xsl:template>
This uses <xsl:value-of select="*"/> without <xsl:copy>, which outputs the concatenated text of all child elements but does not preserve any XML structure or formatting. It would produce plain text (e.g., "California UniversityMBACalifornia UniversityB.S.") without the proper <Degree> tags, failing to match the structured output in the example.
* C.
xml
WrapCopy
<xsl:template match="wd:Education_Group">
<Degree>
<xsl:copy select="*"/>
</Degree>
</xsl:template>
This uses <xsl:copy select="*"/>, but <xsl:copy> does not take a select attribute-it simply copies the current node. This would result in an invalid XSLT syntax and fail to produce the desired output, making it incorrect.
* D.
xml
WrapCopy
<xsl:template match="wd:Education_Group">
<Degree>
<xsl:copy-of select="*"/>
</Degree>
</xsl:template>
This uses <xsl:copy-of select="*"/>, which copies all child nodes (e.g., wd:Education and wd:Degree) as-is, including their element structure, resulting in output like <Degree><wd:Education>California University</wd:
Education><wd:Degree>MBA</wd:Degree></Degree>. This does not match the flattened, concatenated text format in the Transformed_Record example (e.g., <Degree>California University MBA</Degree>), making it incorrect.
To implement this in XSLT for a Workday integration:
* Use the template from option A to match wd:Education_Group, apply <xsl:copy><xsl:value-of select="
*"/></xsl:copy> to concatenate and output the wd:Education and wd:Degree values as a single
<Degree> element. This ensures the transformation aligns with the Transformed_Record example, producing the required format for the integration output.
Workday Pro Integrations Study Guide: Section on "XSLT Transformations for Workday Integrations" - Details the use of <xsl:template>, <xsl:copy>, and <xsl:value-of> for transforming XML data, including handling grouped elements like wd:Education_Group.
Workday EIB and Web Services Guide: Chapter on "XML and XSLT for Report Data" - Explains the structure of Workday XML (e.g., wd:Education_Group, wd:Education, wd:Degree) and how to use XSLT to transform education data into a flattened format.
Workday Reporting and Analytics Guide: Section on "Web Service-Enabled Reports" - Covers integrating report outputs with XSLT for transformations, including examples of concatenating and restructuring data for third-party systems.

NEW QUESTION # 33
Which three features must all XSLT files contain to be considered valid?

- A. A template, a prefix, and a header
- B. A header, a footer, and a namespace
- C. A root element, namespace, and at least one transformation
- D. A root element, namespace, and at least one template

Answer: D

Explanation:
For an XSLT (Extensible Stylesheet Language Transformations) file to be considered valid in the context of Workday integrations (and per general XSLT standards), it must adhere to specific structural and functional requirements. The correct answer is that an XSLT file must containa root element,a namespace, andat least one template. Below is a detailed explanation of why this is the case, grounded in Workday's integration practices and XSLT specifications:
* Root Element:

* Every valid XSLT file must have a single root element, which serves as the top-level container for the stylesheet. In XSLT, this is typically the <xsl:stylesheet> or <xsl:transform> element (both are interchangeable, though <xsl:stylesheet> is more common).
* The root element defines the structure of the XSLT document and encapsulates all other elements, such as templates and namespaces. Without a root element, the file would not conform to XML well-formedness rules, which are a prerequisite for XSLT validity.
* Example:
<xsl:stylesheet
version="1.0" xmlns:xsl="http://www.w3.org/1999/XSL/Transform"
>
</xsl:stylesheet>
* Namespace:
* An
XSLT file must declare the XSLT namespace, typically http://www.w3.org/1999/XSL
/Transform, to identify it as an XSLT stylesheet and enable
the processor to recognize XSLT-specific elements (e.g., <xsl:template>, <xsl:value-of>). This is declared within the root element using the xmlns:xsl attribute.
* The namespace ensures that the elements used in the stylesheet are interpreted as XSLT instructions rather than arbitrary XML. Without this namespace, the file would not function as an XSLT stylesheet, as the processor would not know how to process its contents.
* In Workday's Document Transformation integrations, additional namespaces (e.g., for Workday- specific schemas) may also be included, but the XSLT namespace is mandatory for validity.
* At Least One Template:
* An XSLT file must contain at least one <xsl:template> element to define the transformation logic. Templates are the core mechanism by which XSLT processes input XML and produces output. They specify rules for matching nodes in the source XML (via the match attribute) and generating the transformed result.
* Without at least one template, the stylesheet would lack any transformation capability, rendering it functionally invalid for its intended purpose. Even a minimal XSLT file requires a template to produce meaningful output, though built-in default templates exist, they are insufficient for custom transformations like those used in Workday.
* Example:
<xsl:template match="/">
<result>Hello, Workday!</result>
</xsl:template>
Complete Minimal Valid XSLT Example:
<xsl:stylesheet
version="1.0" xmlns:xsl="http://www.w3.org/1999/XSL/Transform"
>
<xsl:template match="/">
<output>Transformed Data</output>
</xsl:template>
</xsl:stylesheet>
Why Other Options Are Incorrect:
* A. A root element, namespace, and at least one transformation: While this is close, "transformation" is not a precise term in XSLT. The correct requirement is a "template," which defines the transformation logic. "Transformation" might imply the overall process, but the specific feature required in the file is a template.
* C. A header, a footer, and a namespace: XSLT files do not require a "header" or "footer." These terms are not part of XSLT or XML standards. The structure is defined by the root element and templates, not headers or footers, making this option invalid.
* D. A template, a prefix, and a header: While a template is required, "prefix" (likely referring to the namespace prefix like xsl:) is not a standalone feature-it's part of the namespace declaration within the root element. "Header" is not a required component, making this option incorrect.
Workday Context:
* In Workday's Document Transformation systems (e.g., Core Connectors or custom integrations), XSLT files are uploaded as attachment transformations. Workday enforces these requirements to ensure the stylesheets can process XML data (e.g., from Workday reports or connectors) into formats suitable for external systems. The Workday platform validates these components whenan XSLT file is uploaded, rejecting files that lack a root element, namespace, or functional templates.
Workday Pro Integrations Study Guide References:
* Workday Integration System Fundamentals: Describes the structure of XSLT files, emphasizing the need for a root element (<xsl:stylesheet>), the XSLT namespace, and templates as the building blocks of transformation logic.
* Document Transformation Module: Details the requirements for uploading valid XSLT files in Workday, including examples that consistently feature a root element, namespace declaration, and at least one template (e.g., "XSLT Basics for Document Transformation").
* Core Connectors and Document Transformation Course Manual: Provides sample XSLT files used in labs, all of which include

these three components to ensure functionality within Workday integrations.
* Workday Community Documentation: Reinforces that XSLT files must be well-formed XML with an XSLT namespace and at least one template to be processed correctly by Workday's integration engine.

NEW QUESTION # 34
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