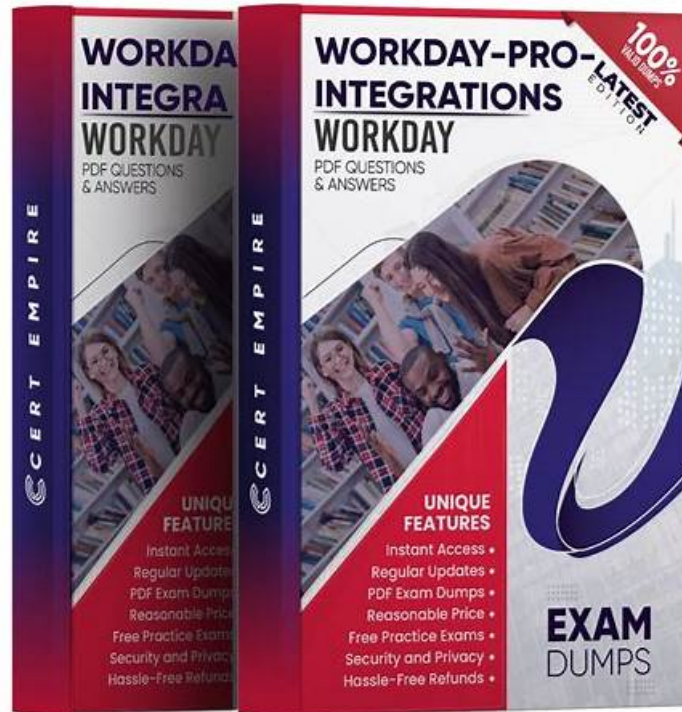


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Workday Workday-Pro-Integrations Exam Syllabus Topics:

Topic	Details
Topic 1	<ul style="list-style-type: none"> • XSLT: This section of the exam measures the skills of Data Integration Developers and covers the use of Extensible Stylesheet Language Transformations (XSLT) in Workday integrations. It focuses on transforming XML data structures, applying conditional logic, and formatting output for various integration use cases such as APIs and external file delivery.
Topic 2	<ul style="list-style-type: none"> • Enterprise Interface Builders: This section of the exam measures the skills of Integration Developers and covers the use of Workday's Enterprise Interface Builder (EIB) to design, deploy, and maintain inbound and outbound integrations. It evaluates the candidate's ability to create templates, configure transformation rules, schedule integrations, and troubleshoot EIB workflows efficiently.
Topic 3	<ul style="list-style-type: none"> • 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.

Topic 4	<ul style="list-style-type: none"> • Cloud Connect: This section of the exam measures the skills of Workday Implementation Consultants and focuses on using Workday Cloud Connect solutions for third-party integration. It includes understanding pre-built connectors, configuration settings, and how to manage data flow between Workday and external systems while ensuring security and data integrity.
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Workday Pro Integrations Certification Exam Sample Questions (Q49-Q54):

NEW QUESTION # 49

When creating an ISU, what should you do to ensure the user only authenticates via web services?

- A. Update the session timeout minutes.
- **B. Select the Do Not Allow UI Sessions checkbox.**
- C. Generate a random password.
- D. Choose a constrained security group.

Answer: B

Explanation:

When creating an Integration System User (ISU) in Workday, the goal is often to ensure that the user is restricted to performing tasks via web services (e.g., API calls or integrations) and cannot log into the Workday user interface (UI). This is a critical security measure to limit the ISU's access to only what is necessary for integration purposes, adhering to the principle of least privilege. Let's evaluate each option provided in the question to determine the correct approach based on Workday's functionality and best practices as outlined in official documentation and the Workday Pro Integrations program.

* Option A: Choose a constrained security group. In Workday, security groups define the permissions and access levels for users, including ISUs. There are two types of Integration System Security Groups (ISSGs): constrained and unconstrained. A constrained ISSG limits access to specific organizations or data scopes, while an unconstrained ISSG provides broader access across the tenant. While choosing a constrained security group can enhance security by limiting the scope of data the ISU can access, it does not directly control whether the ISU authenticates via web services or the UI. The type of security group affects data access permissions, not the authentication method or UI access. Therefore, this option does not address the requirement of ensuring authentication only via web services.

* Option B: Select the Do Not Allow UI Sessions checkbox. When creating an ISU in Workday, the "Create Integration System User" task presents an option labeled "Do Not Allow UI Sessions." Selecting this checkbox explicitly prevents the ISU from logging into the Workday UI using its credentials. This setting ensures that the ISU can only authenticate and operate through programmatic means, such as web service calls (e.g., SOAP or REST APIs), which is precisely the intent of the question. This is a standard security practice recommended by Workday to isolate integration activities from interactive user sessions, reducing the risk of misuse or unauthorized access through the UI. This option directly aligns with the requirement and is the correct answer.

* Option C: Update the session timeout minutes. The "Session Timeout Minutes" field in the ISU creation task determines how long an ISU's session remains active before it expires. By default, this is set to 0, meaning the session does not expire, which is suitable for integrations that require continuous operation without interruption. Updating this value (e.g., setting it to a specific number of minutes) would cause the session to time out after that period, potentially disrupting long-running integrations. However, this setting pertains to session duration, not the method of authentication or whether UI access is allowed. It does not prevent the ISU from logging into the UI or ensure that authentication occurs only via web services, making this option irrelevant to the question.

* Option D: Generate a random password. Generating a random password for the ISU is a good security practice to ensure the credentials are strong and not easily guessable. However, the password itself does not dictate how the ISU authenticates or whether

it can access the UI. A random password enhances security but does not inherently restrict the ISU to web service authentication. Without selecting "Do Not Allow UI Sessions," the ISU could still log into the UI with that password, assuming no other restrictions are applied. Thus, this option does not fulfill the requirement of ensuring authentication only via web services.

Why Option B is Correct

The "Do Not Allow UI Sessions" checkbox is a specific configuration in the ISU setup process that directly enforces the restriction of authentication to web services. This setting is part of Workday's security framework for integrations, ensuring that ISUs—designed as non-human accounts for programmatic access—cannot be used interactively. This aligns with Workday's best practices for securing integrations, as outlined in the Workday Pro Integrations Study Guide and related documentation. For example, when an ISU is created with this checkbox selected, any attempt to log into the Workday UI with its credentials will fail, while web service requests (e.g., via SOAP or REST APIs) will succeed, assuming proper permissions are granted via an ISSG.

Practical Application

To implement this in Workday:

- * Log into your Workday tenant with administrative privileges.
- * Search for and select the "Create Integration System User" task.
- * Enter a username and password for the ISU.
- * Check the "Do Not Allow UI Sessions" checkbox.
- * Leave "Session Timeout Minutes" at 0 (default) to avoid session expiration during integrations.
- * Save the ISU and assign it to an appropriate ISSG (constrained or unconstrained, depending on the integration's needs).

This configuration ensures the ISU is locked to web service authentication, meeting the question's objective.

Verification with Workday Documentation

The Workday Pro Integrations Study Guide emphasizes securing ISUs by restricting them to integration-specific tasks. The "Do Not Allow UI Sessions" option is highlighted as a key control for preventing UI access, ensuring that ISUs operate solely through web services. This is also consistent with broader Workday security training materials, such as those available on Workday Community, which stress isolating integration accounts from human user activities.

Workday Pro Integrations Study Guide References

- * Section: Integration Security Fundamentals- Discusses the role of ISUs and the importance of restricting their access to programmatic interactions.
- * Section: Configuring Integration System Users- Details the "Create Integration System User" task, including the "Do Not Allow UI Sessions" checkbox as a security control.
- * Section: Best Practices for Integration Security- Recommends using this setting to enforce least privilege and protect the tenant from unauthorized UI access by integration accounts.

NEW QUESTION # 50

What is the relationship between an ISU (Integration System User) and an ISSG (Integration System Security Group)?

- A. The ISU grants security policies to the ISSG.
- B. The ISU controls what accounts are in the ISSG.
- **C. The ISU is a member of the ISSG.**
- D. The ISU owns the ISSG.

Answer: C

Explanation:

This question explores the relationship between an Integration System User (ISU) and an Integration System Security Group (ISSG) in Workday Pro Integrations, focusing on how security is structured for integrations.

Let's analyze the relationship and evaluate each option to determine the correct answer.

Understanding ISU and ISSG in Workday

* Integration System User (ISU): An ISU is a dedicated user account in Workday specifically designed for integrations. It acts as a "robot account" or service account, used by integration systems to interact with Workday via APIs, web services, or other integration mechanisms (e.g., EIBs, Core Connectors).

ISUs are typically configured with a username, password, and specific security settings, such as disabling UI sessions and setting session timeouts to prevent expiration (commonly set to 0 minutes).

ISUs are not human users but are instead programmatic accounts for automated processes.

* Integration System Security Group (ISSG): An ISSG is a security container or group in Workday that defines the permissions and access rights for integration systems. ISSGs are used to manage what data and functionalities an integration (or its associated ISU) can access or modify within Workday. There are two types of ISSGs:

* Unconstrained: Allows access to all data instances secured by the group.

* Constrained: Limits access to a subset of data instances based on context (e.g., specific segments or data scopes). ISSGs are configured with domain security policies, granting permissions like

"Get" (read), "Put" (write), "View," or "Modify" for specific domains (e.g., Worker Data, Integration Build).

* Relationship Between ISU and ISSG: In Workday, security for integrations is managed through a hierarchical structure. An ISU is associated with or assigned to an ISSG to inherit its permissions. The ISSG acts as the security policy container, defining what the ISU can do, while the ISU is the account executing those actions. This relationship ensures that integrations have controlled, audited access to Workday data and functions, adhering to the principle of least privilege.

Evaluating Each Option

Let's assess each option based on Workday's security model for integrations:

Option A: The ISU is a member of the ISSG.

* Analysis: This is correct. In Workday, an ISU is assigned to or associated with an ISSG to gain the necessary permissions. The ISSG serves as a security group that contains one or more ISUs, granting them access to specific domains and functionalities. For example, when creating an ISU, you use the

"Create Integration System User" task, and then assign it to an ISSG via the "Assign Integration System Security Groups" or

"Maintain Permissions for Security Group" tasks. Multiple ISUs can belong to the same ISSG, inheriting its permissions. This aligns with Workday's security framework, where security groups (like ISSGs) manage user (or ISU) access.

* Why It Fits: The ISU is a "member" of the ISSG in the sense that it is linked to the group to receive its permissions, enabling secure integration operations. This is a standard practice for managing integration security in Workday.

Option B: The ISU owns the ISSG.

* Analysis: This is incorrect. In Workday, ISUs do not "own" ISSGs. Ownership or control of security groups is not a concept applicable to ISUs, which are service accounts for integrations, not administrative entities with authority over security structures.

ISSGs are created and managed by Workday administrators or security professionals using tasks like "Create Security Group" and "Maintain Permissions for Security Group." The ISU is simply a user account assigned to the ISSG, not its owner or controller.

* Why It Doesn't Fit: Ownership implies administrative control, which ISUs lack; they are designed for execution, not management of security groups.

Option C: The ISU grants security policies to the ISSG.

* Analysis: This is incorrect. ISUs do not have the authority to grant or modify security policies for ISSGs. Security policies are defined and assigned to ISSGs by Workday administrators or security roles with appropriate permissions (e.g., Security Configuration domain access). ISUs are passive accounts that execute integrations based on the permissions granted by the ISSG they are assigned to. Granting permissions is an administrative function, not an ISU capability.

* Why It Doesn't Fit: ISUs are integration accounts, not security administrators, so they cannot modify or grant policies to ISSGs.

Option D: The ISU controls what accounts are in the ISSG.

* Analysis: This is incorrect. ISUs do not control membership or configuration of ISSGs. Adding or removing accounts (including other ISUs) from an ISSG is an administrative task performed by users with security configuration permissions, using tasks like "Maintain Permissions for Security Group." ISUs are limited to executing integration tasks based on their assigned ISSG permissions, not managing group membership.

* Why It Doesn't Fit: ISUs lack the authority to manage ISSG membership or structure, as they are not administrative accounts but integration-specific service accounts.

Final Verification

Based on Workday's security model, the correct relationship is that an ISU is a member of an ISSG, inheriting its permissions to perform integration tasks. This is consistent with the principle of least privilege, where ISSGs define access, and ISUs execute within those boundaries. The other options misattribute administrative or ownership roles to ISUs, which are not supported by Workday's design.

Supporting Information

The relationship is grounded in Workday's integration security practices, including:

* Creating an ISU via the "Create Integration System User" task.

* Creating an ISSG via the "Create Security Group" task, selecting "Integration System Security Group (Unconstrained)" or "Constrained."

* Assigning the ISU to the ISSG using tasks like "Assign Integration System Security Groups" or "Maintain Permissions for Security Group."

* Configuring domain security policies (e.g., Get, Put) for the ISSG to control ISU access to domains like Worker Data, Integration Build, etc.

* Activating security changes via "Activate Pending Security Policy Changes." This structure ensures secure, controlled access for integrations, with ISSGs acting as the permission container and ISUs as the executing accounts.

Key References

The explanation aligns with Workday Pro Integrations documentation and best practices, including:

* Integration security overviews and training on Workday Community.

* Guides for creating ISUs and ISSGs in implementation documentation (e.g., NetIQ, Microsoft Learn, Reco.ai).

* Tutorials on configuring domain permissions and security groups for integrations (e.g., ServiceNow, Apideck, Surety Systems).

NEW QUESTION # 51

You are creating a connector based integration where all fields are provided by the template. However, the vendor would also like

the following configurations as well:

* A file name output to have the current date and integration run number

* Have internal values for a particular field transferred to their external values What workflow would you follow to create this integration?

- A. * Enable Needed Integration Services
 - * Configure Integration Field Attributes
 - * Configure Integration Maps
 - * Configure Sequence Generator
- B. * Enable Needed Integration Services
 - * Configure Integration Attributes
 - * Configure Integration Maps
 - * Configure Sequence Generator
- C. * Enable Needed Integration Maps
 - * Configure Integration Services
 - * Configure Integration Field Attributes
 - * Configure Sequence Generator
- D. * Enable Needed Integration Attributes
 - * Configure Integration Maps
 - * Configure Integration Services
 - * Configure Sequence Generator

Answer: A

Explanation:

To create a connector-based integration with additional custom configurations such as dynamic file naming and internal-to-external value mapping, the following steps must be followed:

* Enable Needed Integration Services:

* This step involves activating the required integration services to ensure that the necessary API calls, security, and processing capabilities are available within Workday.

* Configure Integration Field Attributes:

* Integration Field Attributes allow customization of fields within the integration, enabling changes to formats, mappings, and transformations, such as including a dynamically generated file name with the current date and integration run number.

* Configure Integration Maps:

* Integration Maps are used to transform internal values into external values as per the vendor's requirements. This ensures that data fields in Workday align correctly with external system specifications.

* Configure Sequence Generator:

* The Sequence Generator is used to append unique identifiers to output files, ensuring each integration run produces a uniquely named file (e.g., including the current date and run number).

This workflow ensures that the integration is set up efficiently while meeting the vendor's additional configuration needs.

References: Workday Advanced Business Process documentation

NEW QUESTION # 52

You have been asked to create an integration using the Core Connector: Worker with DIS template. The vendor has requested that you only include employees who are based in the San Francisco area that are on leave.

How do you configure your integration so that only workers who meet the requirements are included in the output file?

- A. Configure a Boolean field for Population Eligibility for San Francisco workers on leave.
- B. Configure a Boolean field for San Francisco workers on leave under the field attributes.
- C. Configure the integration attributes to include workers in San Francisco on leave.
- D. Configure a Boolean field for San Francisco workers on leave in the field overrides.

Answer: A

Explanation:

When using Core Connector: Worker with DIS, to restrict the population to employees who:

* Are on leave, and

* Are located in San Francisco

You must configure Population Eligibility, which is the only place to filter the worker population included in the connector output.

From Workday Pro documentation:

"The Population Eligibility section defines which workers are eligible for extraction in the integration based on location, status, organization, and other conditions. Boolean calculated fields can be used here to define complex eligibility criteria." In this case:

* Create a Boolean calculated field that returns true for "On Leave AND Location = San Francisco"

* Use that field in Population Eligibility

Why the others are incorrect:

* A, D. Field Overrides and Field Attributes only modify what data is extracted-not who is included.

* C. Integration Attributes don't control population filtering.

Reference: Workday Pro: Core Connector Worker - Population Eligibility and Filtering Logic Workday Community - Using Boolean Fields in Population Eligibility Rules

NEW QUESTION # 53

Refer to the following scenario to answer the question below.

You have been asked to build an integration using the Core Connector: Worker template and should leverage the Data Initialization Service (DIS). The integration will be used to export a full file (no change detection) for employees only and will include personal data.

What configuration is required to output the value of a calculated field which you created for inclusion in this integration?

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

Answer: C

Explanation:

The scenario involves a Core Connector: Worker integration using the Data Initialization Service (DIS) to export a full file of employee personal data, with a requirement to include a calculated field in the output. Core Connectors rely on predefined field mappings, but custom calculated fields need specific configuration to be included. Let's analyze the solution:

Requirement: Output the value of a calculated field created for this integration. In Workday, calculated fields are custom-built (e.g., using Report Writer or Calculated Fields) and not part of the standard Core Connector template, so they must be explicitly added to the output.

Integration Field Overrides: In Core Connectors, Integration Field Overrides allow you to replace a delivered field's value or add a new field to the output by mapping it to a calculated field. This is the standard method to include custom calculated fields in the integration file. You create the calculated field separately, then use overrides to specify where its value appears in the output structure (e.g., as a new column or replacing an existing field).

Option Analysis:

A . Configure Integration Field Attributes: Incorrect. Integration Field Attributes refine how delivered fields are output (e.g., filtering multi-instance data like phone type), but they don't support adding or mapping calculated fields.

B . Configure Integration Field Overrides: Correct. This configuration maps the calculated field to the output, ensuring its value is included in the exported file.

C . Configure Integration Attributes: Incorrect. Integration Attributes define integration-level settings (e.g., file name, delivery protocol), not field-specific outputs like calculated fields.

D . Configure Integration Maps: Incorrect. Integration Maps transform existing field values (e.g., "Married" to "M"), but they don't add new fields or directly output calculated fields.

Implementation:

Create the calculated field in Workday (e.g., via Create Calculated Field task).

Edit the Core Connector: Worker integration.

Navigate to the Integration Field Overrides section.

Add a new override, selecting the calculated field and specifying its output position (e.g., a new field ID or overriding an existing one).

Test the integration to confirm the calculated field value appears in the output file.

Reference from Workday Pro Integrations Study Guide:

Core Connectors & Document Transformation: Section on "Configuring Integration Field Overrides" explains how to include calculated fields in Core Connector outputs.

Integration System Fundamentals: Notes the use of overrides for custom data in predefined integration templates.

NEW QUESTION # 54

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