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## Workday Pro Integrations Certification Exam Sample Questions (Q20-Q25):

### NEW QUESTION # 20

Refer to the following XML to answer the question below.

```

1. <wd:Get_Job_Profiles_Response xmlns:wd="urn:com.workday/bsvc" wd:version="v43.0">
2.   <wd:Response_Data>
3.     <wd:Job_Profile>
4.       <wd:Job_Profile_Reference>
5.         <wd:ID wd:type="WID">174c31eca2f24ed9b6174ca7d2aeb88c</wd:ID>
6.         <wd:ID wd:type="Job_Profile_ID">Senior_Benefits_Analyst</wd:ID>
7.       </wd:Job_Profile_Reference>
8.       <wd:Job_Profile_Data>
9.         <wd:Job_Code>Senior Benefits Analyst</wd:Job_Code>
10.        <wd:Effective_Date>2024-05-15</wd:Effective_Date>
11.        <wd:Education_Qualification_Replacement_Data>
12.          <wd:Degree_Reference>
13.            <wd:ID wd:type="WID">61381c9b1d094d44a73166ad39caebce</wd:ID>
14.            <wd:ID wd:type="Degree_ID">MBA</wd:ID>
15.          </wd:Degree_Reference>
16.          <wd:Field_Of_Study_Reference>
17.            <wd:ID wd:type="WID">62e42dfd4b8c49b5842114f67369a96f</wd:ID>
18.            <wd:ID wd:type="Field_Of_Study_ID">Economics</wd:ID>
19.          </wd:Field_Of_Study_Reference>
20.          <wd:Required>0</wd:Required>
21.        </wd:Education_Qualification_Replacement_Data>
22.        <wd:Education_Qualification_Replacement_Data>
23.          <wd:Degree_Reference>
24.            <wd:ID wd:type="WID">8db9b8e5f53c4cbdb7f7a984c6afde28</wd:ID>
25.            <wd:ID wd:type="Degree_ID">B_S</wd:ID>
26.          </wd:Degree_Reference>
27.          <wd:Required>1</wd:Required>
28.        </wd:Education_Qualification_Replacement_Data>
29.      </wd:Job_Profile_Data>
30.    </wd:Job_Profile>
31.  </wd:Response_Data>
32. </wd:Get_Job_Profiles_Response>

```

You are an integration developer and need to write XSLT to transform the output of an EIB which is making a request to the Get Job Profiles web service operation. The root template of your XSLT matches on the <wd:Get\_Job\_Profiles\_Response> element. This root template then applies a template against <wd:Job\_Profile>. What XPath syntax would be used to select the value of the wd:Job\_Code element when the <xsl:value-of> element is placed within the template which matches on <wd:Job\_Profile>?

- A. wd:Job\_Profile/wd:Job\_Profile\_Data/wd:Job\_Code
- B. wd:Job\_Profile\_Reference/wd:ID[@wd:type='Job\_Profile\_ID']
- C. wd:Job\_Profile\_Data[@wd:Job\_Code]
- D. wd:Job\_Profile\_Data/wd:Job\_Code

**Answer: D**

**Explanation:**

As an integration developer working with Workday, you are tasked with transforming the output of an Enterprise Interface Builder (EIB) that calls the Get\_Job\_Profiles web service operation. The provided XML shows the response from this operation, and you need to write XSLT to select the value of the <wd:Job\_Code> element.

The root template of your XSLT matches on <wd:Get\_Job\_Profiles\_Response> and applies a template to <wd:Job\_Profile>. Within this template, you use the <xsl:value-of> element to extract the <wd:Job\_Code> value. Let's analyze the XML structure, the requirement, and each option to determine the correct XPath syntax.

**Understanding the XML and Requirement**

The XML snippet provided is a SOAP response from the Get\_Job\_Profiles web service operation in Workday, using the namespace xmlns:wd="urn:com.workday/bsvc" and version wd:version="v43.0". Key elements relevant to the question include:

- \* The root element is <wd:Get\_Job\_Profiles\_Response>.
- \* It contains <wd:Response\_Data>, which includes <wd:Job\_Profile> elements.
- \* Within <wd:Job\_Profile>, there are:
  - \* <wd:Job\_Profile\_Reference>, which contains <wd:ID> elements (e.g., a Job\_Profile\_ID).
  - \* <wd:Job\_Profile\_Data>, which contains <wd:Job\_Code> with the value

Senior\_Benefits\_Analyst.

The task is to select the value of <wd:Job\_Code> (e.g, "Senior\_Benefits\_Analyst") using XPath within an XSLT template that matches <wd:Job\_Profile>. The <xsl:value-of> element outputs the value of the selected node, so you need the correct XPath path from the <wd:Job\_Profile> context to <wd:Job\_Code>.

Analysis of Options

Let's evaluate each option based on the XML structure and XPath syntax rules:

\* Option A: wd:Job\_Profile/wd:Job\_Profile\_Data/wd:Job\_Code

\* This XPath starts from wd:Job\_Profile and navigates to wd:Job\_Profile\_Data/wd:Job\_Code.

However, in the XML, <wd:Job\_Profile> is the parent element, and <wd:Job\_Profile\_Data> is a direct child containing <wd:Job\_Code>. The path wd:Job\_Profile/wd:Job\_Profile\_Data/wd:

Job\_Code is technically correct in terms of structure, as it follows the hierarchy:

\* <wd:Job\_Profile> # <wd:Job\_Profile\_Data> # <wd:Job\_Code>.

\* However, since the template matches <wd:Job\_Profile>, the context node is already <wd:

Job\_Profile>. You don't need to include wd:Job\_Profile/ at the beginning of the XPath unless navigating from a higher level. Starting directly with wd:Job\_Profile\_Data/wd:Job\_Code (Option C) is more concise and appropriate for the context. This option is technically valid but redundant and less efficient, making it less preferred compared to Option C.

\* Option B: wd:Job\_Profile\_Data[@wd:Job\_Code]

\* This XPath uses an attribute selector ([@wd:Job\_Code]) to filter <wd:Job\_Profile\_Data> based on an attribute named wd:Job\_Code. However, examining the XML, <wd:Job\_Profile\_Data> does not have a wd:Job\_Code attribute-it has a child element <wd:Job\_Code> with the value

"Senior\_Benefits\_Analyst." The [@attribute] syntax is used for attributes, not child elements, so this XPath is incorrect. It would not select the <wd:Job\_Code> value and would likely return no results or an error. This option is invalid.

\* Option C: wd:Job\_Profile\_Data/wd:Job\_Code

\* This XPath starts from wd:Job\_Profile\_Data (a direct child of <wd:Job\_Profile>) and navigates to wd:Job\_Code. Since the template matches <wd:Job\_Profile>, the context node is <wd:

Job\_Profile>, and wd:Job\_Profile\_Data/wd:Job\_Code correctly points to the <wd:Job\_Code> element within <wd:Job\_Profile\_Data>. This path is:

\* Concise and appropriate for the context.

\* Directly selects the value "Senior\_Benefits\_Analyst" when used with <xsl:value-of>.

\* Matches the XML structure, as <wd:Job\_Profile\_Data> contains <wd:Job\_Code> as a child.

\* This is the most straightforward and correct option for selecting the <wd:Job\_Code> value within the <wd:Job\_Profile> template.

\* Option D: wd:Job\_Profile\_Reference/wd:ID[@wd:type="Job\_Profile\_ID"]

\* This XPath navigates to <wd:Job\_Profile\_Reference> (a child of <wd:Job\_Profile>) and then to

<wd:ID> with an attribute wd:type="Job\_Profile\_ID". In the XML, <wd:Job\_Profile\_Reference> contains:

\* <wd:ID wd:type="WID">1740d3eca2f2ed9b6174ca7d2ae88c8c</wd:ID>

\* <wd:ID wd:type="Job\_Profile\_ID">Senior\_Benefits\_Analyst</wd:ID>

\* The XPath wd:Job\_Profile\_Reference/wd:ID[@wd:type="Job\_Profile\_ID"] selects the <wd:ID> element with wd:type="Job\_Profile\_ID", which has the value "Senior\_Benefits\_Analyst." However, this is not the <wd:Job\_Code> value-the <wd:Job\_Code> is a separate element under

<wd:Job\_Profile\_Data>, not <wd:Job\_Profile\_Reference>. The question specifically asks for the

<wd:Job\_Code> value, so this option is incorrect, as it selects a different piece of data (the job profile ID, not the job code).

Why Option C is Correct

Option C, wd:Job\_Profile\_Data/wd:Job\_Code, is the correct XPath syntax because:

\* It starts from the context node <wd:Job\_Profile> (as the template matches this element) and navigates to

<wd:Job\_Profile\_Data/wd:Job\_Code>, which directly selects the <wd:Job\_Code> element's value ("Senior\_Benefits\_Analyst").

\* It is concise and aligns with standard XPath navigation in XSLT, avoiding unnecessary redundancy (unlike Option A) or incorrect attribute selectors (unlike Option B).

\* It matches the XML structure, where <wd:Job\_Profile\_Data> is a child of <wd:Job\_Profile> and contains <wd:Job\_Code> as a child.

\* When used with <xsl:value-of select="wd:Job\_Profile\_Data/wd:Job\_Code"/> in the template, it outputs the job code value, fulfilling the requirement.

Practical Example in XSLT

Here's how this might look in your XSLT:

```
xml
```

```
WrapCopy
```

```
<xsl:template match="wd:Job_Profile">
```

```
<xsl:value-of select="wd:Job_Profile_Data/wd:Job_Code"/>
```

```
</xsl:template>
```

This would output "Senior\_Benefits\_Analyst" for the <wd:Job\_Code> element in the XML.

Verification with Workday Documentation

The Workday Pro Integrations Study Guide and SOAP API Reference (available via Workday Community) detail the structure of

the Get\_Job\_Profiles response and how to use XPath in XSLT for transformations. The XML structure shows <wd:Job\_Profile\_Data> as the container for job profile details, including <wd:Job\_Code>. The guide emphasizes using relative XPath paths within templates to navigate from the matched element (e.g., <wd:Job\_Profile>) to child elements like <wd:Job\_Profile\_Data/wd:Job\_Code>.

Workday Pro Integrations Study Guide References

\* Section: XSLT Transformations in EIBs - Describes using XSLT to transform web service responses, including selecting elements with XPath.

\* Section: Workday Web Services - Details the Get\_Job\_Profiles operation and its XML output structure, including <wd:Job\_Profile\_Data> and <wd:Job\_Code>.

\* Section: XPath Syntax - Explains how to navigate XML hierarchies in Workday XSLT, using relative paths like wd:Job\_Profile\_Data/wd:Job\_Code from a <wd:Job\_Profile> context.

\* Workday Community SOAP API Reference - Provides examples of XPath navigation for Workday web service responses. Option C is the verified answer, as it correctly selects the <wd:Job\_Code> value using the appropriate XPath syntax within the <wd:Job\_Profile> template context.

## NEW QUESTION # 21

What is the purpose of the <xsl:template> element?

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

**Answer: C**

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 # 22

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 ensure that when outputting phone number only the home phone number is included in the output?

- A. Configure an integration map to map the phone type.
- **B. Include the phone type integration field attribute.**
- C. Configure the phone type integration attribute.
- D. Configure an integration field override to include phone type.

**Answer: B**

Explanation:

The scenario involves a Core Connector: Worker integration using DIS to export a full file of employee personal data, with the requirement to output only the home phone number when including phone data. Workday's "Phone Number" field is multi-instance, meaning a worker can have multiple phone types (e.g., Home, Work, Mobile). Let's determine the configuration:

**Requirement:** Filter the multi-instance "Phone Number" field to include only the "Home" phone number in the output file. This involves specifying which instance of the phone data to extract.

**Integration Field Attributes:** In Core Connectors, Integration Field Attributes allow you to refine how multi-instance fields are handled in the output. For the "Phone Number" field, you can set an attribute like "Phone Type" to "Home" to ensure only home phone numbers are included. This is a field-level configuration that filters instances without requiring a calculated field or override.

**Option Analysis:**

- A . Configure an integration map to map the phone type: Incorrect. Integration Maps transform field values (e.g., "United States" to "USA"), not filter multi-instance data like selecting a specific phone type.
- B . Include the phone type integration field attribute: Correct. This configures the "Phone Number" field to output only instances where the phone type is "Home," directly meeting the requirement.
- C . Configure the phone type integration attribute: Incorrect. "Integration attribute" refers to integration-level settings (e.g., file format), not field-specific configurations. The correct term is "integration field attribute."
- D . Configure an integration field override to include phone type: Incorrect. Integration Field Overrides are used to replace a field's value with a calculated field or custom value, not to filter multi-instance data like phone type.

**Implementation:**

Edit the Core Connector: Worker integration.

Navigate to the Integration Field Attributes section for the "Phone Number" field.

Set the "Phone Type" attribute to "Home" (or equivalent reference ID for Home phone).

Test the output file to confirm only home phone numbers are included.

Reference from Workday Pro Integrations Study Guide:

Core Connectors & Document Transformation: Section on "Integration Field Attributes" explains filtering multi-instance fields like phone numbers by type.

Integration System Fundamentals: Notes how Core Connectors handle multi-instance data with field-level attributes.

## NEW QUESTION # 23

You have a population of workers who have put multiple names in their Legal Name - First Name Workday delivered field. Your third-party vendor only accepts one-word first names. For workers that have included a middle name, the first and middle names are separated by a single space. You have been asked to implement the following logic:

\* Extract the value before the single space from the Legal Name - First Name Workday delivered field.

\* Count the number of characters in the extracted value.

\* Identify if the number of characters is greater than.

\* If the count of characters is greater than 0, use the extracted value. Otherwise, use the Legal Name - First Name Workday delivered field.

What functions are needed to achieve the end goal?

- A. Text Constant, Substring Text, Arithmetic Calculation, Evaluate Expression
- B. Extract Single Instance, Text Length, Numeric Constant, True/False Condition
- C. Format Text, Convert Text to Number, True/False Condition, Evaluate Expression
- **D. Substring Text, Text Length, True/False Condition, Evaluate Expression**

**Answer: D**

Explanation:

The task involves processing the "Legal Name - First Name" field in Workday to meet a third-party vendor's requirement of accepting only one-word first names. For workers with multiple names (e.g., "John Paul"), separated by a single space, the logic must:

\* Extract the value before the space (e.g., "John" from "John Paul").

\* Count the characters in the extracted value.

\* Check if the character count is greater than 0.

\* Use the extracted value if the count is greater than 0; otherwise, use the original "Legal Name - First Name" field.

This logic is typically implemented in Workday using calculated fields within a custom report or integration (e.g., EIB or Studio).

Let's break down the required functions:

\* **Substring Text:** This function is needed to extract the portion of the "Legal Name - First Name" field before the space. In

Workday, the Substring Text function allows you to specify a starting position (e.

g., 1) and extract text up to a delimiter (e.g., a space). For example, Substring Text("John Paul", 1, Index of " ") would return "John."

\* **Text Length:** After extracting the substring (e.g., "John"), the logic requires counting its characters to ensure it's valid. The Text Length function returns the number of characters in a text string (e.g., Text Length("John") = 4). This is critical for the condition check.

\* **True/False Condition:** The logic involves a conditional check: "Is the number of characters greater than 0?" The True/False Condition function evaluates this (e.g., Text Length(extracted value) > 0), returning True if the extracted value exists and False if it's empty (e.g., if no space exists or extraction fails).

\* **Evaluate Expression:** This function implements the if-then-else logic: if the character count is greater than 0, use the extracted value (e.g., "John"); otherwise, use the original "Legal Name - First Name" field (e.g., "John Paul"). Evaluate Expression combines the True/False Condition with the output values.

\* **Option Analysis:**

\* **A. Extract Single Instance, Text Length, Numeric Constant, True/False Condition:**

Incorrect. Extract Single Instance is used for multi-instance fields (e.g., selecting one dependent), not text parsing. Numeric Constant isn't needed here, as no fixed number is involved.

\* **B. Text Constant, Substring Text, Arithmetic Calculation, Evaluate Expression:** Incorrect.

Text Constant provides a fixed string (e.g., "abc"), not dynamic extraction. Arithmetic Calculation isn't required, as this is a text length check, not a numeric operation beyond comparison.

\* **C. Format Text, Convert Text to Number, True/False Condition, Evaluate Expression:**

Incorrect. Format Text adjusts text appearance (e.g., capitalization), not extraction. Convert Text to Number isn't needed, as Text Length already returns a number.

\* **D. Substring Text, Text Length, True/False Condition, Evaluate Expression:** Correct. These functions align perfectly with the requirements: extract the first name, count its length, check the condition, and choose the output.

\* **Implementation:**

\* Create a calculated field using Substring Text to extract text before the space.

\* Use Text Length to count characters in the extracted value.

\* Use True/False Condition to check if the length > 0.

\* Use Evaluate Expression to return the extracted value or the original field based on the condition.

References from Workday Pro Integrations Study Guide:

\* **Workday Calculated Fields:** Section on "Text Functions" details Substring Text and Text Length usage.

\* **Integration System Fundamentals:** Explains how calculated fields with conditions (True/False, Evaluate Expression) transform data for third-party systems.

\* **Core Connectors & Document Transformation:** Highlights text manipulation for outbound integration requirements.

## NEW QUESTION # 24

As of May 1, 2024 Brian Hill's annual salary is \$60,000.00. On May 13, 2024 Brian Hill received a salary increase and data was entered into Workday at 2:00 PM the same day. The new salary amount is set to \$90,000.00 with an effective date of May 10, 2024.

Run #1

Core Connector: Worker Integration System was launched as an ad-hoc manual run on May 13, 2024.

As of Entry Moment: 05/11/2024 2:00:00 PM

Effective Date: 05/11/2024

Last Successful As of Entry Moment: 05/09/2024 2:00:00 PM

Last Successful Effective Date: 05/09/2024

What will be the expected output in the Run #1 of the Core Connector: Worker Integration System?

- **A. Brian Hill will be included in the output file. The salary amount will be \$90,000.00.**
- B. Brian Hill will be excluded in the output file due to the Entry Moment of his salary.
- C. Brian Hill will be excluded in the output file due to the Effective Date of his salary.
- D. Brian Hill will be included in the output file. The salary amount will be \$60,000.00.

**Answer: A**

Explanation:

Let's break this down:

Effective Date of salary change: May 10, 2024

Entry Moment (data entry timestamp): May 13, 2024, 2:00 PM

Integration Run As of Entry Moment: May 11, 2024, 2:00 PM

Salary data was entered AFTER this moment (May 13 vs May 11)

So based on Workday's Change Detection logic:

A worker is included in the integration output only if the transaction was entered into Workday after the last successful entry moment, and the effective date is on or after the "Last Successful Effective Date".

In this case:

Entry was made after the last As-of Entry Moment (May 13 > May 11)

Effective date (May 10) is after the last successful effective date (May 9) Both conditions are met, so Brian Hill will be included, and the new salary of \$90,000.00 will be reflected in the output.

Why other options are incorrect:

A . The effective date is valid.

B . \$60,000 would be outdated.

C . Entry moment is after the As-of date, so not excluded.

## NEW QUESTION # 25

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