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## **Workday Pro Integrations Certification Exam Sample Questions (Q31-Q36):**

## NEW QUESTION # 31

You need the integration file to generate the date format in the form of "31/07/2025" format

- \* The first segment is day of the month represented by two characters.
- \* The second segment is month of the year represented by two characters.
- \* The last segment is made up of four characters representing the year

How will you use Document Transformation (OT) to do the transformation using XTT?

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

**Answer: C**

Explanation:

The requirement is to generate a date in "31/07/2025" format (DD/MM/YYYY) using Document Transformation with XSLT, where the day and month are two characters each, and the year is four characters.

The provided options introduce a `xtt:dateFormat` attribute, which appears to be an XTT-specific extension in Workday for formatting dates without manual string manipulation. XTT (XML Transformation Toolkit) is an enhancement to XSLT in Workday that simplifies transformations via attributes like `xtt:dateFormat`.

Analysis of Options

Assuming the source date (e.g., `ps:Position_Data/ps:Availability_Date`) is in Workday's ISO 8601 format (YYYY-MM-DD, e.g., "2025-07-31"), we need XSLT that applies the "dd/MM/yyyy" format. Let's evaluate each option:

- \* Option A:

```
xml
<xsltemplate match="ps:Position">
<Record xtt:dateFormat="dd/MM/yyyy">
<Availability_Date>
<xslvalue-of select="ps:Position_Data/ps:Availability_Date"/>
</Availability_Date>
</Record>
</xsltemplate>
```

\* Analysis:

\* The `xtt:dateFormat="dd/MM/yyyy"` attribute is applied to the `<Record>` element, suggesting that all date fields within this element should be formatted as DD/MM/YYYY.

\* `<xslvalue-of select="ps:Position_Data/ps:Availability_Date"/>` outputs the raw date value (e.g., "2025-07-31"), and the `xtt:dateFormat` attribute transforms it to "31/07/2025".

\* This aligns with Workday's XTT functionality, where attributes can override default date rendering.

\* Verdict: Correct, assuming `xtt:dateFormat` on a parent element applies to child date outputs.

- \* Option A (Second Part):

```
xml
<Record>
<Availability_Date xtt:dateFormat="dd/MM/yyyy">
<xslvalue-of select="ps:Position_Data/ps:Availability_Date"/>
</Availability_Date>
</Record>
```

\* Analysis:

\* Here, `xtt:dateFormat="dd/MM/yyyy"` is on the `<Availability_Date>` element directly, which is more precise and explicitly formats the date output by `<xslvalue-of>`.

\* This is a valid alternative and likely the intended "best practice" for targeting a specific field.

\* Verdict: Also correct, but since the question implies a single answer, we'll prioritize the first part of A unless specified otherwise.

- \* Option B:

```
xml
<xsltemplate match="ps:Position">
</xsltemplate>
```

\* Analysis:

\* Incomplete (lines 2-7 are blank). No date transformation logic is present.

\* Verdict: Incorrect due to lack of implementation.

- \* Option C:

```
xml
<xsltemplate match="ps:Position">
```

```
<Record>
<Availability_Date>
<xsl:value-of xtt:dateFormat="dd/MM/yyyy" select="ps:Position_Data/ps:Availability_Date"/>
</Availability_Date>
</Record>
</xsl:template>
* Analysis:
```

\* Places xtt:dateFormat="dd/MM/yyyy" directly on <xsl:value-of>, which is syntactically valid in XTT and explicitly formats the selected date to "31/07/2025".

\* This is a strong contender as it directly ties the formatting to the output instruction.

\* Verdict: Correct and precise, competing with A.

\* Option C (Second Part):

xml

```
<Record>
<Availability_Date>
<xsl:value-of select="ps:Position_Data/ps:Availability_Date"/>
</Availability_Date>
</Record>
```

\* Analysis:

\* No xtt:dateFormat, so it outputs the date in its raw form (e.g., "2025-07-31").

\* Verdict: Incorrect for the requirement.

\* Option D:

xml

```
<xsl:template xtt:dateFormat="dd/MM/yyyy" match="ps:Position">
</xsl:template>
```

\* Analysis:

\* Applies xtt:dateFormat to the <xsl:template> element, but no content is transformed (lines 2-7 are blank).

\* Even if populated, this would imply all date outputs in the template use DD/MM/YYYY, which is overly broad and lacks specificity.

\* Verdict: Incorrect due to incomplete logic and poor scoping.

Decision

\* A vs. C: Both A (first part) and C (first part) are technically correct:

\* A: <Record xtt:dateFormat="dd/MM/yyyy"> scopes the format to the <Record> element, which works if Workday's XTT applies it to all nested date fields.

\* C: <xsl:value-of xtt:dateFormat="dd/MM/yyyy"> is more precise, targeting the exact output.

\* A is selected as the verified answer because:

\* The question's phrasing ("integration file to generate the date format") suggests a broader transformation context, and A's structure aligns with typical Workday examples where formatting is applied at a container level.

\* In multiple-choice tests, the first fully correct option is often preferred unless specificity is explicitly required.

\* However, C is equally valid in practice; the choice may depend on test conventions.

Final XSLT in Context

Using Option A:

xml

```
<xsl:template match="ps:Position">
<Record xtt:dateFormat="dd/MM/yyyy">
<Availability_Date>
<xsl:value-of select="ps:Position_Data/ps:Availability_Date"/>
</Availability_Date>
</Record>
</xsl:template>
```

\* Input: <ps:Availability\_Date>2025-07-31</ps:Availability\_Date>

\* Output: <Record><Availability\_Date>31/07/2025</Availability\_Date></Record> Notes

\* XTT Attribute: xtt:dateFormat is a Workday-specific extension, not standard XSLT 1.0. It simplifies date formatting compared to substring() and concat(), which would otherwise be required (e.g., <xsl:value-of select="concat(substring(., 9, 2), '/', substring(., 6, 2), '/', substring(., 1, 4))"/>).

\* Namespace: ps: likely represents a Position schema in Workday; adjust to wd: if the actual namespace differs.

References:

\* Workday Pro Integrations Study Guide: "Configure Integration System - TRANSFORMATION" section, mentioning XTT attributes like xtt:dateFormat for simplified formatting.

\* Workday Documentation: "Document Transformation Connector," noting XTT enhancements over raw XSLT for date handling.

\* Workday Community: Examples of `xtt:dateFormat="dd/MM/yyyy"` in EIB transformations, confirming its use for DD/MM/YYYY output.

## NEW QUESTION # 32

What is the relationship between the Integration System User (ISU), Integration System Security Group (ISSG), and domain security policies?

- A. Assign the ISU to the ISSG, and then assign the ISSG to domain security policies.
- B. Assign domain security policies to the ISU, and then assign the ISU to the ISSG.
- C. Assign the ISSG to the ISU, and then assign the ISU to domain security policies.
- D. Assign domain security policies to the ISSG, and then assign the ISSG to the ISU.

### Answer: A

Explanation:

This question is about the correct order of Workday security assignment for integrations. Workday clearly specifies the security structure:

"You assign the ISU to the Integration System Security Group (ISSG).

Then you assign the ISSG to the domain security policies."

This is because domain security policies apply to security groups, not directly to ISUs.

Correct Relationship Order:

- \* Create ISU
- \* Create/assign ISU to ISSG
- \* Assign ISSG to the domain security policies (Get/Put/View)

That aligns exactly to option C.

References: Admin#Guide#Authentication#and#Security.pdf - Concept: Integration Security in Workday (Security Groups # Domain Policies hierarchy)

## NEW QUESTION # 33

What is the purpose of granting an ISU modify access to the Integration Event domain via an ISSG?

- A. To let the ISU configure integration attributes and maps.
- B. To have the ISU own the integration schedule.
- C. To build the integration system as the ISU.
- D. To log into the user interface as the ISU and launch the integration.

### Answer: A

Explanation:

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).

This question focuses on the purpose of granting an Integration System User (ISU) modify access to the Integration Event domain via an Integration System Security Group (ISSG) in Workday Pro Integrations. Let's analyze the role of the ISU, the Integration Event domain, and evaluate each option to determine the correct answer.

#### Understanding ISUs, ISSGs, and the Integration Event Domain

\* Integration System User (ISU): As described in previous questions, an ISU is a service account for integrations, used to authenticate and execute integration processes in Workday. ISUs are assigned to ISSGs to inherit security permissions and are linked to specific integration systems (e.g., EIBs, Core Connectors) for execution.

\* Integration System Security Group (ISSG): An ISSG is a security group that defines the permissions for ISUs, controlling what data and functionalities they can access or modify. ISSGs can be unconstrained (access all instances) or constrained (access specific instances based on context). Permissions are granted via domain security policies, such as "Get," "Put," "View," or "Modify," applied to Workday domains.

\* Integration Event Domain: In Workday, the Integration Event domain (or Integration Events security domain) governs access to integration-related activities, such as managing integration events, schedules, attributes, mappings, and logs. This domain is critical for integrations, as it controls the ability to create, modify, or view integration configurations and runtime events.

\* "Modify" access to the Integration Event domain allows the ISU to make changes to integration configurations, such as attributes

(e.g., file names, endpoints), mappings (e.g., data transformations), and event settings (e.g., schedules or triggers).

\* This domain does not typically grant UI access or ownership of schedules but focuses on configuration and runtime control.

\* Purpose of Granting Modify Access: Granting an ISU modify access to the Integration Event domain via an ISSG enables the ISU to perform configuration tasks for integrations, ensuring the integration system can adapt or update its settings programmatically. This is essential for automated integrations that need to adjust mappings, attributes, or event triggers without manual intervention.

However, ISUs are not designed for UI interaction or administrative ownership, as they are service accounts.

#### Evaluating Each Option

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

Option A: To have the ISU own the integration schedule.

\* Analysis: This is incorrect. ISUs do not "own" integration schedules or any other integration components. Ownership is not a concept applicable to ISUs, which are service accounts for execution, not administrative entities. Integration schedules are configured within the integration system (e.g., EIB or Core Connector) and managed by administrators or users with appropriate security roles, not by ISUs. Modify access to the Integration Event domain allows changes to schedules, but it doesn't imply ownership.

\* Why It Doesn't Fit: ISUs lack administrative control or ownership; they execute based on permissions, not manage schedules as owners. This misinterprets the ISU's role.

Option B: To let the ISU configure integration attributes and maps.

\* Analysis: This is correct. Granting modify access to the Integration Event domain allows the ISU to alter integration configurations, including attributes (e.g., file names, endpoints, timeouts) and mappings (e.g., data transformations like worker subtype mappings from Question 25). The Integration Event domain governs these configuration elements, and "Modify" permission enables the ISU to update them programmatically during integration execution. This is a standard use case for ISUs in automated integrations, ensuring flexibility without manual intervention.

\* Why It Fits: Workday's documentation and training materials indicate that the Integration Event domain controls integration configuration tasks. For example, in an EIB or Core Connector, an ISU with modify access can adjust mappings or attributes, as seen in tutorials on integration setup (Workday Advanced Studio Tutorial). This aligns with the ISU's role as a service account for dynamic configuration.

Option C: To log into the user interface as the ISU and launch the integration.

\* Analysis: This is incorrect. ISUs are not intended for UI interaction. When creating an ISU, a best practice is to disable UI sessions (e.g., set "Allow UI Sessions" to "No") and configure a session timeout of 0 minutes to prevent expiration during automation. ISUs operate programmatically via APIs or integration systems, not through the Workday UI. Modify access to the Integration Event domain enables configuration changes, not UI login or manual launching.

\* Why It Doesn't Fit: Logging into the UI contradicts ISU design, as they are service accounts, not user accounts. This option misrepresents their purpose.

Option D: To build the integration system as the ISU.

\* Analysis: This is incorrect. ISUs do not "build" integration systems; they execute or configure existing integrations based on permissions. Building an integration system (e.g., creating EIBs, Core Connectors, or web services) is an administrative task performed by users with appropriate security roles (e.g., Integration Build domain access), not ISUs. Modify access to the Integration Event domain allows configuration changes, not the creation or design of integration systems.

\* Why It Doesn't Fit: ISUs lack the authority or capability to build integrations; they are for runtime execution and configuration, not development or design.

#### Final Verification

The correct answer is Option B, as granting an ISU modify access to the Integration Event domain via an ISSG enables it to configure integration attributes (e.g., file names, endpoints) and maps (e.g., data transformations), which are critical for dynamic integration operations. This aligns with Workday's security model, where ISUs handle automated tasks within defined permissions, not UI interaction, ownership, or system building.

For example, in the Core Connector: Job Postings from Question 25, an ISU with modify access to Integration Event could update the filename pattern or worker subtype mappings, ensuring the integration adapts to vendor requirements without manual intervention. This is consistent with Workday's design for integration automation.

#### Supporting Documentation

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

\* Workday Community documentation on ISUs, ISSGs, and domain security (e.g., Integration Event domain permissions).

\* Tutorials on configuring EIBs and Core Connectors, showing ISUs modifying attributes and mappings (Workday Advanced Studio Tutorial).

\* Integration security overviews from implementation partners (e.g., NetIQ, Microsoft Learn, Reco.ai) detailing domain access for ISUs.

\* Community discussions on Reddit and Workday forums reinforcing ISU roles for configuration, not UI or ownership (r/workday on Reddit).

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 Jared Ellis who is assigned to the manager role for the IT Help Desk department. You use the Change Business Title related action on Jared and update the Business Title of the position to a new value. Jared Ellis' worker history shows the Title Change 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 Jared Ellis does not show up in your output. What configuration element would have to be modified for the integration to include Jared Ellis in the output?

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

#### Answer: D

Explanation:

The scenario involves a Core Connector: Worker integration configured to output Position Title and Business Title fields for workers who meet the Integration Population Eligibility criteria (Is Manager = true), with the Transaction Log service subscribed to the "Position Edit Event." The integration is launched with specific date parameters, and a test is performed by updating Jared Ellis' Business Title using the "Change Business Title" related action. Jared is a manager, and the change is logged with an effective date of 05/24/2024 and an entry moment of 05/24/2024 07:58:53 AM. Despite this, Jared does not appear in the output. Let's determine why and identify the configuration element that needs modification.

In Workday, the Core Connector: Worker integration uses the Transaction Log service to detect changes based on subscribed transaction types. The subscribed transaction type in this case is "Position Edit Event," which is triggered when a position is edited via the "Edit Position" business process. However, the test scenario involves a "Change Business Title" related action, which is a distinct business process in Workday. This action updates the Business Title field but does not necessarily trigger a "Position Edit Event." Instead, it generates a different event type, such as a "Title Change Event" (as noted in Jared's worker history), depending on how the system logs the action.

The date launch parameters provided are:

As of Entry Moment: 05/25/2024 12:00:00 AM - The latest point for entry moments.

Effective Date: 05/25/2024 - The latest effective date for changes.

Last Successful As of Entry Moment: 05/23/2024 12:00:00 AM - The starting point for entry moments from the last run.

Last Successful Effective Date: 05/23/2024 - The starting point for effective dates from the last run.

Jared's change has:

Entry Moment: 05/24/2024 07:58:53 AM - Falls between 05/23/2024 12:00:00 AM and 05/25/2024 12:00:00 AM.

Effective Date: 05/24/2024 - Falls between 05/23/2024 and 05/25/2024.

The date parameters correctly cover the time window of Jared's change, meaning the issue is not with the date range but with the event detection logic. The Transaction Log subscription determines which events are processed by the integration. Since the subscription is set to "Position Edit Event" and the change was made via "Change Business Title" (logged as a "Title Change Event"), the integration does not recognize this event because it is not subscribed to the appropriate transaction type.

To include Jared Ellis in the output, the Transaction Log subscription must be modified to include the event type associated with the "Change Business Title" action, such as "Title Change Event" or a broader category like "Position Related Event" that encompasses both position edits and title changes. This ensures the integration captures the specific update made to Jared's Business Title.

Let's evaluate the other options:

B . Date launch parameters: The parameters already include Jared's entry moment and effective date within the specified ranges (05/23/2024 to 05/25/2024). Adjusting these would not address the mismatch between the subscribed event type and the actual event triggered.

C . Integration Field Attributes: These are set to output Position Title and Business Title, and the change to Business Title is within scope. The field configuration is correct and does not need modification.

D . Integration Population Eligibility: This is set to "Is Manager = true," and Jared is a manager. This filter is functioning as intended and is not the issue.

The root cause is the Transaction Log subscription not aligning with the event type generated by the "Change Business Title" action, making A. Transaction log subscription the correct answer.

Workday Integrations Study Guide: Core Connector: Worker - Section on "Transaction Log Configuration" explains how subscribing to specific transaction types filters the events processed by the integration.

Workday Integrations Study Guide: Change Detection - Details how different business processes (e.g., Edit Position vs. Change Business Title) generate distinct event types in the Transaction Log.

Workday Integrations Study Guide: Event Subscription - Notes the importance of aligning subscription types with the specific business actions being tested or monitored.

### NEW QUESTION # 35

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. Format Text, Convert Text to Number, True/False Condition, Evaluate Expression
- C. Extract Single Instance, Text Length, Numeric Constant, True/False Condition
- 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 # 36

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