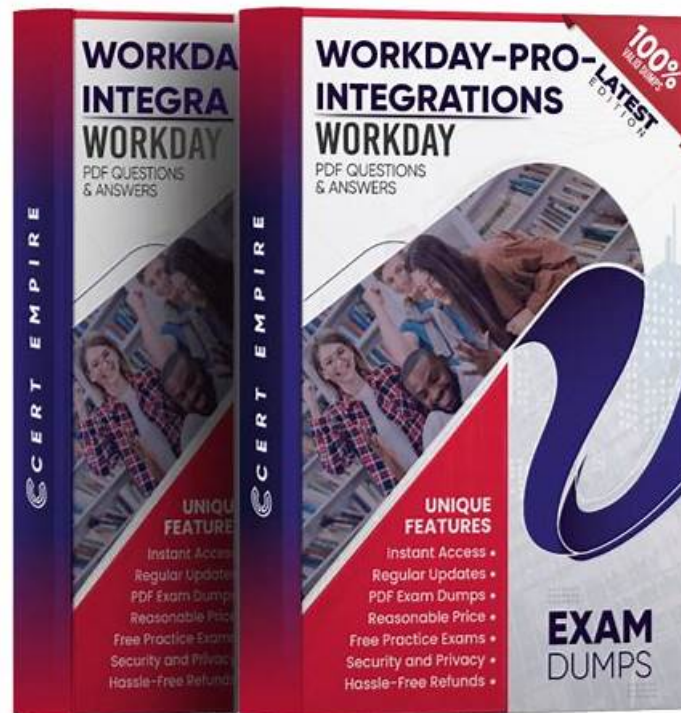


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Workday Workday-Pro-Integrations Exam Syllabus Topics:

Topic	Details
Topic 1	<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.
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">Integrations: This section of the exam measures the skills of Integration Specialists and covers the full spectrum of integration techniques in Workday. It includes an understanding of core integration architecture, APIs, Workday Studio, and integration system user setup. The focus is on building scalable, maintainable, and secure integrations that ensure seamless system interoperability.

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Workday Pro Integrations Certification Exam Sample Questions (Q46-Q51):

NEW QUESTION # 46

Refer to the scenario. You are configuring a Core Connector: Worker integration with the Data Initialization Service (DIS) enabled that runs once daily. The integration must extract only active worker records with changes to compensation, home address, or business title since the last run 24 hours ago, using Workday's change detection to avoid full extracts.

During testing, an employee's home address is updated, but the integration does not detect the change in the output. The employee is eligible, the connector uses the correct integration field attributes, and the launch parameters are properly configured for a Full-Diff extract.

What configuration task must you modify from the integration system to ensure the expected change is included in the output?

- A. Maintain Integration Attributes
- B. Configure Integration Field Overrides
- **C. Edit Subscriptions**
- D. Configure Integration Transaction Log

Answer: C

Explanation:

This question pertains to a Core Connector: Worker integration configured with Data Initialization Service (DIS) enabled and scheduled to run once daily. The integration is set to extract only those worker records where changes have occurred in compensation, home address, or business title since the last execution - leveraging Workday's change detection to avoid full file extracts.

In testing, when a home address update occurs, the integration fails to capture this change in its output.

However, all other components - such as worker eligibility, integration field attributes, and Full-Diff parameters - are confirmed to be correctly configured.

The critical element missing here is the event subscription. In Workday, for a Core Connector to recognize changes via Full-Diff or delta mode, it must be properly subscribed to the specific change events that should trigger inclusion in the output. This is done using the Edit Subscriptions configuration.

From the Workday Pro: Integrations documentation:

"The Edit Subscriptions task defines the set of data changes (e.g., job changes, address changes, compensation updates) that the integration system listens for. If an event type is not included in the subscription, changes related to that event will not be picked up in either delta or Full-Diff mode, regardless of other configuration." In this scenario, although the integration is configured for Full-Diff, failure to include "Home Address Change" in the subscription list prevents the system from recognizing the update, thereby omitting it from the output file.

Incorrect Options Explained:

- * A. Configure Integration Field Overrides This option is used to override or map integration field values but has no impact on whether a change is detected or included in the output.
- * B. Maintain Integration Attributes While this configuration manages connector behavior and filtering rules, it does not control the detection of specific event changes.
- * D. Configure Integration Transaction Log This is used for tracking and audit purposes but does not affect change detection or output inclusion.

References:

Workday Pro: Integrations Curriculum - Core Connector: Worker

Workday Community Article: Configuring Core Connectors and Change Detection with Edit Subscriptions

GPC_PECI_DeploymentGuide_CloudPay_2.9.pdf - Section: Integration Configuration & Subscriptions

NEW QUESTION # 47

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

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

Answer: C

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 Reference

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 # 48

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

Answer: D

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 # 49

What is the limitation when assigning ISUs to integration systems?

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

Answer: B

Explanation:

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

Understanding ISUs and Integration Systems in Workday

- * Integration System User (ISU): An ISU is a specialized user account in Workday designed for integrations, functioning as a service

account to authenticate and execute integration processes. ISUs are created using the "Create Integration System User" task and are typically configured with settings like disabling UI sessions and setting long session timeouts (e.g., 0 minutes) to prevent expiration during automated processes. ISUs are not human users but are instead programmatic accounts used for API calls, EIBs, Core Connectors, or other integration mechanisms.

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

- * **Assigning ISUs to Integration Systems:** ISUs are used to authenticate and authorize integration systems to interact with Workday. When configuring an integration system, you assign an ISU to provide the credentials needed for the integration to run. This assignment ensures that the integration can access Workday data and functionalities based on the security permissions granted to the ISU via its associated Integration System Security Group (ISSG).

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

Evaluating Each Option

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

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

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

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

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

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

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

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

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

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

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

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

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

Final Verification

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

Supporting Documentation

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

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

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

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

integration for security.

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

NEW QUESTION # 50

A calculated field used as a field override in a Connector is not appearing in the output. Assuming the field has a value, what could cause this to occur?

- A. Access not provided to all instances of calculated field.
- **B. Access not provided to all fields in the calculated field.**
- C. Access not provided to calculated field data source.
- D. Access not provided to Connector calculated field web service.

Answer: B

Explanation:

This question addresses a troubleshooting scenario in Workday Pro Integrations, where a calculated field used as a field override in a Connector does not appear in the output, despite having a value. Let's analyze the potential causes and evaluate each option.

Understanding Calculated Fields and Connectors in Workday

* **Calculated Fields:** In Workday, calculated fields are custom fields created using Workday's expression language to derive values based on other fields, conditions, or functions. They are often used in reports, integrations, and business processes to transform or aggregate data. Calculated fields can reference other fields (data sources) and require appropriate security permissions to access those underlying fields.

* **Field Override in Connectors:** In a Core Connector or other integration system, a field override allows you to replace or supplement a default field with a custom value, such as a calculated field. This is configured in the integration's mapping or transformation steps, ensuring the output includes the desired data. However, for the calculated field to appear in the output, it must be accessible, have a valid value, and be properly configured in the integration.

* **Issue: Calculated Field Not Appearing in Output:** If the calculated field has a value but doesn't appear in the Connector's output, the issue likely relates to security, configuration, or access restrictions. The question assumes the field has a value, so we focus on permissions or setup errors rather than data issues.

Evaluating Each Option

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

Option A: Access not provided to calculated field data source.

* **Analysis:** This is partially related but incorrect as the primary cause. Calculated fields often rely on underlying data sources (e.g., worker data, organization data) to compute their values. If access to the data source is restricted, the calculated field might not compute correctly or appear in the output.

However, the question specifies the field has a value, implying the data source is accessible. The more specific issue is likely access to the individual fields within the calculated field's expression, not just the broader data source.

* **Why It Doesn't Fit:** While data source access is important, it's too general here. The calculated field's value exists, suggesting the data source is accessible, but the problem lies in finer-grained permissions for the fields used in the calculation.

Option B: Access not provided to all fields in the calculated field.

* **Analysis:** This is correct. Calculated fields in Workday are expressions that reference one or more fields (e.g., Worker_ID + Position_Title). For the calculated field to be used in a Connector's output, the ISU (via its ISSG) must have access to all fields referenced in the calculation. If any field lacks "Get" or "View" permission in the relevant domain (e.g., Worker Data), the calculated field won't appear in the output, even if it has a value. This is a common security issue in integrations, as ISSGs must be configured with domain access for every field involved.

* **Why It Fits:** Workday's security model requires granular permissions. For example, if a calculated field combines Worker_Name and Hire_Date, the ISU needs access to both fields' domains. If Hire_Date is restricted, the calculated field fails to output, even with a value. This aligns with the scenario and is a frequent troubleshooting point in Workday Pro Integrations.

Option C: Access not provided to Connector calculated field web service.

* **Analysis:** This is incorrect. There isn't a specific "Connector calculated field web service" in Workday.

Calculated fields are part of the integration's configuration, not a separate web service. The web service operation used by the Connector (e.g., Get_Workers) must have permissions, but this relates to the overall integration, not the calculated field specifically. The issue here is field-level access, not a web service restriction.

* **Why It Doesn't Fit:** This option misinterprets Workday's architecture. Calculated fields are configured within the integration, not as standalone web services, making this irrelevant to the problem.

Option D: Access not provided to all instances of calculated field.

* **Analysis:** This is incorrect. The concept of "instances" typically applies to data records (e.g., all worker records), not calculated fields themselves. Calculated fields are expressions, not data instances, so there's no need for "instance-level" access. The issue is about field-level permissions within the calculated field's expression, not instances of the field. This option misunderstands Workday's

security model for calculated fields.

* Why It Doesn't Fit: Calculated fields don't have "instances" requiring separate access; they depend on the fields they reference, making this option inaccurate.

Final Verification

The correct answer is Option B, as the calculated field's absence in the output is likely due to the ISU lacking access to all fields referenced in the calculated field's expression. For example, if the calculated field in a Core Connector: Worker Data combines Worker_ID and Department_Name, the ISSG must have "Get" access to both the Worker Data and Organization Data domains. If Department_Name is restricted, the calculated field won't output, even with a value. This is a common security configuration issue in Workday integrations, addressed by reviewing and adjusting ISSG domain permissions.

This aligns with Workday's security model, where granular permissions are required for all data elements, as seen in Questions 26 and 28. The assumption that the field has a value rules out data or configuration errors, focusing on security as the cause.

Supporting Documentation

The reasoning is based on:

* Workday Community documentation on calculated fields, security domains, and integration mappings.

* Tutorials on configuring Connectors and troubleshooting, such as Workday Advanced Studio Tutorial, highlighting field access issues.

* Integration security guides from partners (e.g., NetIQ, Microsoft Learn, Reco.ai) detailing ISSG permissions for fields in calculated expressions.

* Community discussions on Reddit and Workday forums on calculated field troubleshooting (r/workday on Reddit).

NEW QUESTION # 51

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