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Workday Workday-Pro-Integrations Exam Syllabus Topics:

Topic	Details
Topic 1	• 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 2	• 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	• 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 4	• 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.

Topic 5	• 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.

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Workday Pro Integrations Certification Exam Sample Questions (Q45-Q50):

NEW QUESTION # 45
Refer to the following XML to answer the question below.
You are an integration developer and need to write X8LT to transform the output of an EIB which is using a web service enabled report to output position data along with hiring restrictions around skills. You currently have a template which matches on wd:Report Data/wd: Report .Entry for creating a record from each report entry.
Within the template which matches on wd:Report_Entry you would like to conditionally process the wd:
Job_Skills element by using a series of <xsl:if> elements so as to categorize the job skills data.
Assuming all jobs will have the wd:Job_Skills element, what XSLT syntax would be used to output the text HR Skills if the value of wd:Job_Skills contains the text HR and output NON-HR Skills if the value of wd:
Job_Skills does not contain the text HR?

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

Answer: C

Explanation:
The task is to write XSLT within a template matching wd:Report_Data/wd:Report_Entry to categorize wd:
Job_Skills data, outputting "HR Skills" if the value contains "HR" and "NON-HR Skills" if it does not, using a series of <xsl:if> elements. The correct syntax must use the contains() function to check for the substring
"HR" within wd:Job_Skills, as the question implies partial matching (e.g., "HR Specialist" or "Senior HR"), not exact equality.
Let's analyze each option:
* Option A:
xml
<job_skill>
<xsl:value-of select="wd:Hiring_Restrictions/wd:Job_Skills='HR'">
<xsl:text>HR Skills</xsl:text>
<xsl:if/>
<xsl:value-of select="not(wd:Hiring_Restrictions/wd:Job_Skills='HR')">
<xsl:text>NON-HR Skills</xsl:text>
<xsl:if/>
</job_skill>
* Issues:
* <xsl:value-of> is misused here. It outputs the result of the expression (e.g., "true" or "false" for a comparison), not the conditional

text. The <xsl:text> inside won't execute as intended.
* The = operator checks for exact equality (e.g., wd:Job_Skills must be exactly "HR"), not substring presence, which contradicts the requirement to check if "HR" is contained within the value.
* <xsl:if/> is malformed (self-closing without a test attribute) and misplaced.
* Verdict: Incorrect syntax and logic.
* Option B:
xml
<job_skill>
<xsl:value-of select="contains(wd:Hiring_Restrictions/wd:Job_Skills, 'HR')">
<xsl:text>HR Skills</xsl:text>
<xsl:if/>
<xsl:value-of select="not(contains(wd:Hiring_Restrictions/wd:Job_Skills, 'HR'))">
<xsl:text>NON-HR Skills</xsl:text>
<xsl:if/>
</job_skill>
* Issues:
* Similar to A, <xsl:value-of> outputs the boolean result of contains() ("true" or "false"), not the conditional text "HR Skills" or "NON-HR Skills."
* The <xsl:text> elements are inside invalid <xsl:if/> tags (self-closing, no test), rendering them ineffective.
* While contains() is correct for substring checking, the structure fails to meet the <xsl:if> requirement.
* Verdict: Incorrect structure despite using contains().
* Option C:
xml
<job_skill>
<xsl:if test="wd:Hiring_Restrictions/wd:Job_Skills='HR'">
<xsl:text>HR Skills</xsl:text>
</xsl:if>
<xsl:if test="not(wd:Hiring_Restrictions/wd:Job_Skills='HR')">
<xsl:text>NON-HR Skills</xsl:text>
</xsl:if>
</job_skill>
* Analysis:
* Uses <xsl:if> correctly with test attributes, satisfying the "series of <xsl:if> elements" requirement.
* However, wd:Job_Skills='HR' tests for exact equality, not whether "HR" is contained within the value. For example, "HR Specialist" would fail this test, outputting "NON-HR Skills" incorrectly.
* Verdict: Semantically incorrect due to exact matching instead of substring checking.
* Option D:
xml
<job_skill>
<xsl:if test="contains(wd:Hiring_Restrictions/wd:Job_Skills, 'HR')">
<xsl:text>HR Skills</xsl:text>
</xsl:if>
<xsl:if test="not(contains(wd:Hiring_Restrictions/wd:Job_Skills, 'HR'))">
<xsl:text>NON-HR Skills</xsl:text>
</xsl:if>
</job_skill>
* Analysis:
* Correctly uses <xsl:if> with test attributes, aligning with the question's requirement.
* The contains() function properly checks if "HR" is a substring within wd:Job_Skills (e.g., "HR Manager" or "Senior HR" returns true).
* not(contains()) ensures the opposite condition, covering all cases (mutually exclusive).
* <xsl:text> outputs the exact strings "HR Skills" or "NON-HR Skills" as required.
* Note: The closing tag </xs1:if> is a typo in the option (should be </xsl:if>), but in context, it's an obvious formatting error, not a substantive issue.
* Verdict: Correct logic and syntax, making D the best answer.
Correct Implementation in Context:
xml
<xsl:template match="wd:Report_Data/wd:Report_Entry">
<job_skill>
<xsl:if test="contains(wd:Hiring_Restrictions/wd:Job_Skills, 'HR')">
<xsl:text>HR Skills</xsl:text>

</xsl:if>
<xsl:if test="not(contains(wd:Hiring_Restrictions/wd:Job_Skills, 'HR'))">
<xsl:text>NON-HR Skills</xsl:text>
</xsl:if>
</job_skill>
</xsl:template>
* Example Input: <wd:Job_Skills>Senior HR Analyst</wd:Job_Skills> # Output: <job_skill>HR Skills<
/job_skill>
* Example Input: <wd:Job_Skills>IT Specialist</wd:Job_Skills> # Output: <job_skill>NON-HR Skills<
/job_skill>
Workday Pro Integrations Study Guide: "Configure Integration System - TRANSFORMATION" section, detailing <xsl:if> and contains() for conditional XSLT logic in Workday.
Workday Documentation: "XSLT Transformations in Workday" under EIB, confirming wd: namespace usage and string functions.
W3C XSLT 1.0 Specification: Section 9.1, "Conditional Processing with <xsl:if>," and Section 11.2, "String Functions" (contains()).
Workday Community: Examples of substring-based conditionals in XSLT for report transformations.

NEW QUESTION # 46
What task is needed to build a sequence generator for an EIB integration?

- A. Edit Tenant Setup - Integrations
- B. Configure Integration Sequence Generator Service
- C. Create ID Definition/Sequence Generator
- D. Put Sequence Generator Rule Configuration

Answer: C

Explanation:
In Workday, a sequence generator is used to create unique, sequential identifiers for integration processes, such as Enterprise Interface Builders (EIBs). These identifiers are often needed to ensure data uniqueness or to meet external system requirements for tracking records. The question asks specifically about building a sequence generator for an EIB integration, so we need to identify the correct task based on Workday's integration configuration framework.
Understanding Sequence Generators in Workday
A sequence generator in Workday generates sequential numbers or IDs based on predefined rules, such as starting number, increment, and format. These are commonly used in integrations to create unique identifiers for outbound or inbound data, ensuring consistency and compliance with external system requirements. For EIB integrations, sequence generators are typically configured as part of the integration setup to handle data sequencing or identifier generation.
Analyzing the Options
Let's evaluate each option to determine which task is used to build a sequence generator for an EIB integration:
* A. Put Sequence Generator Rule Configuration
* Description: This option suggests configuring rules for a sequence generator, but "Put Sequence Generator Rule Configuration" is not a standard Workday task name or functionality. Workday uses specific nomenclature like "Create ID Definition/Sequence Generator" for sequence generator setup. This option seems vague or incorrect, as it doesn't align with Workday's documented tasks for sequence generators.
* Why Not Correct?: It's not a recognized Workday task, and sequence generator configuration is typically handled through a specific setup process, not a "put" or rule-based configuration in this context.
* B. Create ID Definition/Sequence Generator
* Description: This is a standard Workday task used to create and configure sequence generators.
In Workday, you navigate to the "Create ID Definition/Sequence Generator" task under the Integrations or Setup domain to define a sequence generator. This task allows you to specify the starting number, increment, format (e.g., numeric, alphanumeric), and scope (e.g., tenant-wide or integration-specific). For EIB integrations, this task is used to generate unique IDs or sequences for data records.
* Why Correct?: This task directly aligns with Workday's documentation for setting up sequence generators, as outlined in integration guides. It's the standard method for building a sequence generator for use in EIBs or other integrations.
* C. Edit Tenant Setup - Integrations
* Description: This task involves modifying broader tenant-level integration settings, such as enabling services, configuring security, or adjusting integration parameters. While sequence generators might be used within integrations, this task is too high-level and does not specifically address creating or configuring a sequence generator.
* Why Not Correct?: It's not granular enough for sequence generator setup; it focuses on tenant- wide integration configurations rather than the specific creation of a sequence generator.
* D. Configure Integration Sequence Generator Service

* Description: This option suggests configuring a service specifically for sequence generation within an integration. However, Workday does not use a task named "Configure Integration Sequence Generator Service." Sequence generators are typically set up as ID definitions, not as standalone services. This option appears to be a misnomer or non-standard terminology.
* Why Not Correct?: It's not a recognized Workday task, and sequence generators are configured via "Create ID Definition/Sequence Generator," not as a service configuration.

Conclusion

Based on Workday's integration framework and documentation, the correct task for building a sequence generator for an EIB integration isB. Create ID Definition/Sequence Generator. This task allows you to define and configure the sequence generator with the necessary parameters (e.g., starting value, increment, format) for use in EIBs. This is a standard practice for ensuring unique identifiers in integrations, as described in Workday's Pro Integrations training materials.

Surprising Insight

It's interesting to note that Workday's sequence generators are highly flexible, allowing customization for various use cases, such as generating employee IDs, transaction numbers, or integration-specific sequences.

The simplicity of the "Create ID Definition/Sequence Generator" task makes it accessible even for non- technical users, which aligns with Workday's no-code integration philosophy.

Key Citations

* Workday Pro Integrations Study Guide, Module 3: EIB Configuration
* Workday Integration Cloud Connect: Sequence Generators
* Workday EIB and Sequence Generator Overview
* Configuring Workday Integrations: ID Definitions

NEW QUESTION # 47

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

Answer: D

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 # 48
What is the limitation when assigning ISUs to integration systems?

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

Answer: C

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) toprevent 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 toprovide 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 # 49
What is the task used to upload a new XSLT file for a pre-existing document transformation integration system?

- A. Edit Integration Attachment
- B. Edit XSLT Attachment Transformation
- C. Edit Integration Attachment Service
- D. Edit Integration Service Attachment

Answer: B

Explanation:
In Workday, when you need to upload a new XSLT (Extensible Stylesheet Language Transformations) file to modify or replace an existing transformation within a pre-existing document transformation integration system, the specific task required is "Edit XSLT Attachment Transformation." This task allows users to update the XSLT file that governs how XML data is transformed within the integration system without creating an entirely new transformation object.
Here's why this is the correct answer:
* Workday's integration systems often rely on XSLT to transform XML data into the desired format for downstream systems or processes. When an XSLT file has already been associated with an integration system (e.g., as part of an Enterprise Interface Builder (EIB) or a Document Transformation Connector), updating it requires accessing the existing transformation configuration.
* The "Edit XSLT Attachment Transformation" task enables users to upload a revised version of the XSLT file. This action replaces the previous file while maintaining the integration system's configuration, ensuring continuity without necessitating additional changes to the system itself.
* This task is distinct from other options because it specifically targets the transformation logic (XSLT) rather than broader integration components or services.
Let's examine why the other options are incorrect:
* A. Edit Integration Attachment: This task is used to manage generic attachments associated with an integration, such as input files or supplementary documents, but it does not specifically address XSLT transformations. It lacks the precision required for updating transformation logic.
* B. Edit Integration Attachment Service: This is not a recognized task in Workday's integration framework. It appears to be a conflation of terms and does not align with the documented processes for managing XSLT files.
* D. Edit Integration Service Attachment: While this might suggest modifying an attachment related to an integration service, it is not the correct task for handling XSLT files in a document transformation context. Workday documentation consistently points to "Edit XSLT Attachment Transformation" for this purpose.

The process typically involves:
* Navigating to the integration system in Workday (e.g., via the "Search" bar by entering the integration system name).
* Using the related actions menu to select "Integration System" > "Edit XSLT Attachment Transformation."
* Uploading the new XSLT file, which must comply with Workday's size limitations (e.g., 30 MB for attachments) and be properly formatted.
* Saving the changes, which updates the transformation logic without altering other integration configurations.
This approach ensures that transformations remain aligned with business requirements, such as reformatting data for compatibility with external systems, while leveraging Workday's secure and efficient integration tools.
Workday Pro Integrations Study Guide: "Configure Integration System - TRANSFORMATION" section, which details the use of XSLT files in document transformations and the associated tasks.
Workday Documentation: "Enterprise Interface Builder (EIB)" and "Document Transformation Connector" sections, where the "Edit XSLT Attachment Transformation" task is outlined for updating XSLT files.
Workday Community: Guidance on managing XSLT attachments, confirming this task as the standard method for updating pre-existing transformations.

NEW QUESTION # 50
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