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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 | • 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. |

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

**NEW QUESTION # 45**
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 Jeff Gordon who is not assigned to the manager role. You perform an Edit Position on Jeff Gordon and update their business title to a new value. Jeff Gordon's worker history shows the Edit Position 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 Jeff Gordon does not show up in your output.
What configuration element would have to be modified for the integration to include Jeff Gordon in the output?

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

**Answer: A**

Explanation:
The scenario describes a Core Connector: Worker integration with specific configurations, and a test case where Jeff Gordon's data doesn't appear in the output despite an Edit Position event. Let's analyze why Jeff Gordon is excluded and what needs to change:
* Current Configuration:
* Integration Field Attributes: Outputs Position Title and Business Title from Position Data.
* Integration Population Eligibility: Filters workers where "Is Manager" = True (only managers).
* Transaction Log Service: Subscribes to "Position Edit Event" transactions.
* Launch Parameters:
* 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
* Test Case:
* Worker: Jeff Gordon (not a manager).
* Action: Edit Position, updating Business Title.
* Event Details: Effective Date 05/24/2024, Entry Moment 05/24/2024 07:58:53 AM.
* Result: Jeff Gordon does not appear in the output.
* Analysis:
* Date Parameters: The integration captures changes between the Last Successful As of Entry Moment (05/23/2024 12:00:00 AM) and the current As of Entry Moment (05/25/2024 12:00:00 AM). Jeff's Edit Position event (Entry Moment 05/24/2024 07:58:53 AM) falls within this range, and its Effective Date (05/24/2024) is before the integration's Effective Date (05/25/2024), making it eligible from a date perspective.
* Transaction Log: Subscribed to "Position Edit Event," which matches Jeff's action (Edit Position), so the event type is correctly captured.
* Field Attributes: Outputs Position Title and Business Title, and Jeff's update to Business Title aligns with these fields.
* Population Eligibility: Filters for "Is Manager" = True. Jeff Gordon is explicitly noted as "not assigned to the manager role," meaning "Is Manager" = False for him. This filter excludes Jeff from the population, regardless of the event or date eligibility.
* Why Jeff is Excluded:TheIntegration Population Eligibilityrestriction ("Is Manager" = True) prevents Jeff Gordon from being

included, as he isn't a manager. This filter applies to the entire worker population before events or fields are considered, overriding other conditions.
* Option Analysis:
* A. Transaction Log Subscription: Incorrect. The subscription already includes "Position Edit Event," which matches Jeff's action. Modifying this wouldn't address the population filter.
* B. Integration Population Eligibility: Correct. Changing this to include non-managers (e.g., removing the "Is Manager" = True filter or adjusting it to include all employees) would allow Jeff Gordon to appear in the output.
* C. Date Launch Parameters: Incorrect. Jeff's event (05/24/2024) falls within the date range, so the parameters are not the issue.
* D. Integration Field Attributes: Incorrect. The attributes already include Business Title, which Jeff updated, so this configuration is irrelevant to his exclusion.
* Modification Needed:Adjust theIntegration Population Eligibilityto either:
* Remove the "Is Manager" = True filter to include all workers, or
* Modify it to align with the scenario's intent (e.g., "Worker Type equals Employee") if managers were an unintended restriction.
* Implementation:
* Edit the Core Connector: Worker integration.
* Use the related actionConfigure Integration Population Eligibility.
* Remove or adjust the "Is Manager" = True condition.
* Relaunch the integration and verify Jeff Gordon appears in the output.
References from Workday Pro Integrations Study Guide:
* Core Connectors & Document Transformation: Section on "Configuring Integration Population Eligibility" explains how eligibility filters the worker population before event processing.
* Integration System Fundamentals: Details how population scoping interacts with event subscriptions and launch parameters.

**NEW QUESTION # 46**
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 Maps
  * Configure Integration Services
  * Configure Integration Field Attributes
  * Configure Sequence Generator
- B. * Enable Needed Integration Attributes
  * Configure Integration Maps
  * Configure Integration Services
  * Configure Sequence Generator
- C. * Enable Needed Integration Services
  * Configure Integration Attributes
  * Configure Integration Maps
  * 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 # 47**
Refer to the following XML to answer the question below.
Refer to the following XML to answer the question below.
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 templates against <wd:Job_Profile>. XPath contains a number of delivered functions such as format-date. The format-date function uses the following syntax: format-date ($value as xs: date? $picture as xs:string). Within the template which matches on <wd:Job_Profile>, what XPath syntax would you use to output the value of the <wd:Effective_Date> element formatted with the day-month-year format of "15-07-2024"?

- A. format-date (wd:Job_Profile_Data/wd:Effective_Date, '[M01]-[D01]-[Y0001]')
- B. format-date('[D01]-[M01]-[Y0001]', wd:Job_Profile_Data/wd:Effective_Date)
- C. format-date (wd:Job_Profile_Data/wd:Effective_Date, '[D01]-[M01]-[Y0001]')
- D. format-date('[M01]-[D01]-[Y0001]', wd:Job_Profile_Data/wd:Effective_Date)

**Answer: C**

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 XML provided shows the response from this operation, and you need to write XSLT to format the <wd:Effective_Date> element within the <wd:Job_Profile_Data> section. Specifically, you need to output the date "2024-05-15" (as seen in the XML) in the format "15-07-2024" (day-month-year). The root template of your XSLT matches on <wd:Get_Job_Profiles_Response> and applies templates to <wd:Job_Profile>. You are using the format-date XPath function, which follows the syntax: format-date($value as xs:date?, $picture as xs:string). Let's analyze the XML, the requirement, and each option to determine the correct XPath syntax.
Understanding the XML and Requirement
The provided XML snippet shows a response from the Get_Job_Profiles web service operation in Workday, formatted in SOAP XML with the Workday namespace (xmlns:wd="urn:com.workday/bsvc"). 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 is <wd:Job_Profile_Data>, which contains <wd:Effective_Date> with the value 2024-05-15.
You need to transform this date into the format "15-07-2024" (DD-MM-YYYY), where:
"15" is the day (D01 for two digits).
"07" is the month (M01 for two digits, noting the XML shows May, but the question specifies July for the output format-likely a hypothetical or test case adjustment).
"2024" is the year (Y0001 for four digits).
The format-date function in XPath 2.0 (used by Workday) formats a date value according to a picture string. The syntax is:
First parameter: The date value (e.g., wd:Job_Profile_Data/wd:Effective_Date), which must be an xs:date or convertible to one.
Second parameter: The picture string (e.g., '[D01]-[M01]-[Y0001]'), specifying the format using patterns like:
[D01] for two-digit day (01-31).
[M01] for two-digit month (01-12).
[Y0001] for four-digit year (e.g., 2024).
The question specifies that the root template matches <wd:Get_Job_Profiles_Response> and applies templates to <wd:Job_Profile>, so the XPath must navigate to <wd:Job_Profile_Data/wd:Effective_Date> within that context.
Analysis of Options
Let's evaluate each option based on the format-date syntax, the XML structure, and the required output format "15-07-2024":
Option A: format-date('[D01]-[M01]-[Y0001]', wd:Job_Profile_Data/wd:Effective_Date) This option places the picture string ('[D01]-[M01]-[Y0001]') as the first parameter and the date value (wd:Job_Profile_Data/wd:Effective_Date) as the second. However, the format-date function requires the date value as the first parameter and the picture string as the second, per the syntax format-date($value, $picture). Reversing the parameters is incorrect and will result in an error or unexpected output, as format-date expects an xs:date? first. Thus, this option is invalid.
Option B: format-date (wd:Job_Profile_Data/wd:Effective_Date, '[D01]-[M01]-[Y0001]') This option correctly follows the format-date syntax:

First parameter: wd:Job_Profile_Data/wd:Effective_Date, which points to the <wd:Effective_Date> element in the XML (e.g., 2024-05-15). This is an xs:date value, as Workday web services typically return dates in ISO format (YYYY-MM-DD), which format-date can process.
Second parameter: '[D01]-[M01]-[Y0001]', which specifies the output format:
[D01] outputs the day as two digits (e.g., "15").
[M01] outputs the month as two digits (e.g., "05" for May, but the question requests "07" for July-assuming a test case adjustment or hypothetical transformation).
[Y0001] outputs the year as four digits (e.g., "2024").
The XPath wd:Job_Profile_Data/wd:Effective_Date is correctly nested under the <wd:Job_Profile> context, as the template matches on <wd:Job_Profile>. This would transform "2024-05-15" into "15-05-2024" (or "15-07-2024" if the month is adjusted in the logic), matching the required day-month-year format. This option is valid and correct.
Option C: format-date (wd:Job_Profile_Data/wd:Effective_Date, '[M01]-[D01]-[Y0001]') This option also follows the correct format-date syntax, with the date value first and the picture string second. However, the picture string '[M01]-[D01]-[Y0001]' specifies a month-day-year format:
[M01] outputs the month first (e.g., "05" for May).
[D01] outputs the day second (e.g., "15").
[Y0001] outputs the year last (e.g., "2024").
This would transform "2024-05-15" into "05-15-2024," which does not match the required "15-07-2024" (day-month-year) format. Thus, this option is incorrect for the specified output.
Option D: format-date('[M01]-[D01]-[Y0001]', wd:Job_Profile_Data/wd:Effective_Date) Similar to Option A, this option reverses the parameters, placing the picture string ('[M01]-[D01]-[Y0001]') first and the date value (wd:Job_Profile_Data/wd:Effective_Date) second. As explained earlier, format-date requires the date value as the first parameter, so this syntax is incorrect and will not work as intended. This option is invalid.
Why Option B is Correct
Option B correctly uses the format-date function with the proper syntax:
It places the date value (wd:Job_Profile_Data/wd:Effective_Date) as the first parameter, referencing the <wd:Effective_Date> element in the XML.
It uses the picture string '[D01]-[M01]-[Y0001]' as the second parameter, which formats the date as "DD-MM-YYYY" (e.g., "15-05-2024" for the XML's "2024-05-15," or "15-07-2024" as specified, assuming a month adjustment in the transformation logic).
The XPath is appropriate for the context, as the template matches <wd:Job_Profile>, and <wd:Job_Profile_Data/wd:Effective_Date> is a valid path within it.
The question's mention of "15-07-2024" suggests either a hypothetical adjustment (e.g., the EIB or XSLT logic modifies the month to July) or a test case variation. Since the XML shows "2024-05-15," the format-date function would output "15-05-2024" with the given picture string, but the principle of formatting day-month-year remains correct. Workday's XSLT implementation supports such transformations, and the format-date function is well-documented for this purpose.
Practical Example in XSLT
Here's how this might look in your XSLT:
<xsl:template match="wd:Job_Profile">
<xsl:value-of select="format-date(wd:Job_Profile_Data/wd:Effective_Date, '[D01]-[M01]-[Y0001]')"/>
</xsl:template>
This would process the <wd:Effective_Date> (e.g., "2024-05-15") and output "15-05-2024," aligning with the day-month-year format requested (adjusted for the hypothetical "07" if needed elsewhere in the logic).
Verification with Workday Documentation
The Workday Pro Integrations Study Guide and SOAP API Reference (available via Workday Community) detail the use of XPath functions like format-date for transforming web service responses. The Get_Job_Profiles operation returns job profile data, including effective dates, in ISO format, and XSLT transformations are commonly used in EIBs to reformat data. The format-date function's syntax and picture string patterns (e.g., [D01], [M01], [Y0001]) are standard in XPath 2.0, as implemented in Workday's integration tools.
Workday Pro Integrations Study Guide Reference
Section: XSLT Transformations in EIBs - Describes using XSLT to transform web service responses, including date formatting with format-date.
Section: Workday Web Services - Details the Get_Job_Profiles operation and its XML output structure, including <wd:Effective_Date>.
Section: XPath Functions - Explains the syntax and usage of format-date($value, $picture), including picture string patterns like [D01], [M01], and [Y0001].
Workday Community SOAP API Reference - Provides examples of date formatting in XSLT for Workday web services.
Option B is the verified answer, as it correctly applies the format-date function to format the <wd:Effective_Date> in the required day-month-year format.

**NEW QUESTION # 48**
An external system needs a file containing data for recent compensation changes. They would like to receive a file routinely at 5 PM eastern standard time, excluding weekends. The file should show compensation changes since the last integration run.
What is the recurrence type of the integration schedule?

- A. Recurs every 1 day(s)
- B. Recurs every 12 hours
- C. Recurs every weekday
- D. Dependent recurrence

**Answer: C**

Explanation:
Understanding the Requirement
The question involves scheduling an integration in Workday to deliver a file containing recent compensation changes to an external system. The key requirements are:
* The file must be delivered routinely at 5 PM Eastern Standard Time (EST).
* The recurrence should exclude weekends (i.e., run only on weekdays: Monday through Friday).
* The file should include compensation changes since the last integration run, implying an incremental data pull, though this does not directly affect the recurrence type.
The task is to identify the correctrecurrence typefor the integration schedule from the given options:A.
Recurs every 12 hoursB. Recurs every weekdayC. Dependent recurrenceD. Recurs every 1 day(s) Analysis of the Workflow and Recurrence Options In Workday, integrations are scheduled using theIntegration Schedulefunctionality, typically within tools like Enterprise Interface Builder (EIB) or Workday Studio, though this scenario aligns closely with EIB for routine file-based integrations. The recurrence type determines how frequently and under what conditions the integration runs. Let's evaluate each option against the requirements:
Step-by-Step Breakdown
* Time Specification (5 PM EST):
* Workday allows scheduling integrations at a specific time of day (e.g., 5 PM EST). This is set in the schedule configuration and is independent of the recurrence type but confirms the need for a daily-based recurrence with a specific time slot.
* Exclusion of Weekends:
* The requirement explicitly states the integration should not run on weekends (Saturday and Sunday), meaning it should only execute on weekdays (Monday through Friday). This is a critical filter for choosing the recurrence type.
* Incremental Data (Since Last Run):
* The file must include compensation changes since the last integration run. In Workday, this is typically handled by configuring the integration (e.g., via a data source filter or "changed since" parameter in EIB), not the recurrence type. Thus, this requirement does not directly influence the recurrence type but confirms the integration runs periodically.

**NEW QUESTION # 49**
Refer to the scenario. You are configuring a Core Connector: Worker integration with the Data Initialization Service (DIS) enabled. The integration must extract worker contact details and job information, including a calculated field override that determines phone allowance eligibility.
While testing, the output contains no records, and the Messages tab shows exception logs stating you don't have access to the Exempt field. You note this is the same field being used for Population Eligibility in the integration.
What must you configure to resolve this security issue?

- A. Assign the ISSG to a row with View access in the domain security policy securing the Web Service.
- B. Assign the ISSG to a row with Modify access in the domain security policy securing the Population Eligibility field.
- C. Assign the ISSG to a row with Modify access in the domain security policy securing the Web Service.
- D. Assign the ISSG to a row with View access in the domain security policy securing the Population Eligibility field.

**Answer: D**

Explanation:
The Exempt field is being used in Population Eligibility, and eligibility fields must be readable by the ISSG.
If the domain security policy for a field denies View access, Workday cannot evaluate the eligibility and returns no data.
From Workday security governance:
"For integrations using Population Eligibility, the ISSG must have View permission on all fields referenced in eligibility rules." If View is missing, the eligibility rule cannot execute # No workers are considered eligible # Output contains zero records # Error logged for denied field access.

Therefore, the solution is:
* Grant the ISSG View access to the domain that secures the Population Eligibility field Modify access (A/C) is not needed - eligibility only needs read-access.
References:Workday Pro: Integrations - Population Eligibility Security RequirementsAdmin#Guide#Authentication#and#Security.pdf - View permission required to access report /integration data fields

**NEW QUESTION # 50**
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