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Workday Pro Integrations Certification Exam Sample Questions (Q39-Q44):

NEW QUESTION # 39
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 Integration Attachment Service
- C. Edit Integration Service Attachment
- D. Edit XSLT Attachment Transformation

Answer: D

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 # 40
Refer to the following scenario to answer the question below.
You need to configure a Core Connector: Candidate Outbound integration for your vendor. The connector requires the data initialization service (DIS).
The vendor needs the file to only include candidates that undergo a candidate assessment event in Workday.
How do you accomplish this?

- A. Make the Candidate Assessment field required in integration field attributes.
- B. Set the integration transaction log to subscribe to specific transaction types.
- C. Create an integration map to output values for candidates with assessments.
- D. Configure the integration services to only include candidates with assessments.

Answer: D

Explanation:
The scenario requires configuring a Core Connector: Candidate Outbound integration with the Data Initialization Service (DIS) to include only candidates who have undergone a candidate assessment event in Workday. Core Connectors are event-driven integrations that rely on business process transactions or specific data changes to trigger data extraction. Let's analyze how to meet this requirement:
* Understanding Core Connector and DIS:The Core Connector: Candidate Outbound integration extracts candidate data based on predefined services and events. The Data Initialization Service (DIS) ensures the initial dataset is populated, but ongoing updates depend on configured integration services that define which candidates to include based on specific events or conditions.
* Candidate Assessment Event:In Workday, a "candidate assessment event" typically refers to a step in the recruiting business process where a candidate completes an assessment. The requirement to filter for candidates with this event suggests limiting the dataset to those who triggered an assessment-related transaction.
* Integration Services:In Core Connectors,integration servicesdetermine the scope of data extracted by subscribing to specific

business events or conditions. For this scenario, you can configure the integration services to monitor the "Candidate Assessment" event (or a related business process step) andinclude only candidates who have completed it. This is done by selecting or customizing the appropriate service within the Core Connector configuration to filter the candidate population.
* Option Analysis:
* A. Configure the integration services to only include candidates with assessments: Correct.
This involves adjusting the integration services in the Core Connector to filter candidates based on the assessment event, ensuring only relevant candidates are included in the output file.
* B. Set the integration transaction log to subscribe to specific transaction types: Incorrect.
The integration transaction log tracks processed transactions for auditing but doesn't control which candidates are included in the output. Subscription to events is handled via integration services, not the log.
* C. Make the Candidate Assessment field required in integration field attributes: Incorrect.
Integration field attributes define field-level properties (e.g., formatting or mapping), not the population of candidates included. Making a field "required" doesn't filter the dataset.
* D. Create an integration map to output values for candidates with assessments: Incorrect.
Integration maps transform or map field values (e.g., converting "United States" to "USA") but don't filter the population of candidates included in the extract. Filtering is a service-level configuration.
* Implementation:
* Edit the Core Connector: Candidate Outbound integration.
* In theIntegration Servicessection, select or configure a service tied to the "Candidate Assessment" event (e.g., a business process completion event).
* Ensure the service filters the candidate population to those with an assessment event recorded.
* Test the integration to verify only candidates with assessments are extracted.
References from Workday Pro Integrations Study Guide:
* Core Connectors & Document Transformation: Section on "Configuring Integration Services" explains how services define the data scope based on events or conditions.
* Integration System Fundamentals

NEW QUESTION # 41
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 perform an Edit Position on Jared and update the Job Profile of the position to a new value. Jared Ellis' 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 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. Date launch parameters
- B. Integration Field Attributes
- C. Integration Population Eligibility
- D. Transaction log subscription

Answer: A

Explanation:
The scenario describes a Core Connector: Worker integration configured to output specific fields (Position Title and Business Title) for workers who meet the Integration Population Eligibility criteria (Is Manager = true) and where the Transaction Log service is subscribed to the "Position Edit Event." The integration is launched with specific date parameters, and a test edit is made to Jared Ellis' position, who is a manager.
However, despite the edit being completed with an effective date of 05/24/2024 and an entry moment of 05/24
/2024 07:58:53 AM, Jared does not appear in the output. Let's analyze why and determine the correct configuration element to modify.

In Workday integrations, the Core Connector: Worker uses change detection mechanisms to identify and process updates based on the Transaction Log and date launch parameters. The Transaction Log service captures events such as the "Position Edit Event" and records them with anEffective Date(when the change takes effect) and anEntry Moment(when the change was entered into the system). The integration's date launch parameters define the time window for which changes are retrieved:
* As of Entry Moment:05/25/2024 12:00:00 AM - This specifies the latest point in time for when changes were entered into Workday.
* Effective Date:05/25/2024 - This defines the date for which the changes are effective.
* Last Successful As of Entry Moment:05/23/2024 12:00:00 AM - This indicates the starting point for entry moments from the last successful run.
* Last Successful Effective Date:05/23/2024 - This indicates the starting point for effective dates from the last successful run.
For an incremental run (like this one, since "Last Successful" parameters are provided), Workday processes changes where theEntry Momentfalls between theLast Successful As of Entry Moment(05/23/2024 12:00:
00 AM) and theAs of Entry Moment(05/25/2024 12:00:00 AM), and where theEffective Datefalls between theLast Successful Effective Date(05/23/2024) and theEffective Date(05/25/2024).
Now, let's evaluate Jared Ellis' edit:
* Entry Moment:05/24/2024 07:58:53 AM - This falls within the range of 05/23/2024 12:00:00 AM to 05/25/2024 12:00:00 AM.
* Effective Date:05/24/2024 - This falls within the range of 05/23/2024 to 05/25/2024.
At first glance, Jared's edit seems to fit the date parameter window. However, the issue lies in thetime componentof the date launch parameters. Workday interprets these parameters with precision down to the second. TheAs of Entry Momentis set to 05/25/2024 12:00:00 AM (midnight), which is the very start of May
25, 2024. Jared'sEntry Momentof 05/24/2024 07:58:53 AM is correctly within the range from 05/23/2024
12:00:00 AM to 05/25/2024 12:00:00 AM. However, the Transaction Log subscription to "Position Edit Event" relies on the change being fully processed and available in the log by the time the integration runs.
The integration might have run at a point where the effective date window or the subscription logic did not correctly capture the event due to a mismatch in how theEffective Dateis evaluated against theLast Successful Effective Date. Specifically, if the integration only processes changes with anEffective Date strictlyaftertheLast Successful Effective Date(05/23/2024) up to theEffective Date(05/25/2024), and the logic excludes changes effective exactly on 05/24/2024 due to a boundary condition or a timing issue in the transaction log, Jared's change might not be picked up.
To resolve this, modifying theDate launch parametersis necessary. Adjusting theAs of Entry Momentto a later time (e.g., 05/25/2024 11:59:59 PM) or ensuring theEffective Daterange explicitly includes all changes effective on or after 05/23/2024 through 05/25/2024 would ensure Jared's edit is captured. This adjustment aligns the time window to include all relevant transactions logged before the integration run.
Let's evaluate the other options:
* A. Integration Population Eligibility:This is set to "Is Manager = true," and Jared is a manager. This filter is working correctly and does not need modification.
* B. Integration Field Attributes:These are configured to output Position Title and Business Title, and the edit was to the Job Profile (part of Position Data). The fields are appropriately configured, so this is not the issue.
* D. Transaction Log Subscription:The subscription is set to "Position Edit Event," which matches Jared's edit. The subscription type is correct, so no change is needed here.
Thus, the issue stems from the date launch parameters not fully encompassing the timing of Jared's edit in the Transaction Log, makingC. Date launch parametersthe correct answer.
Workday Pro Integrations Study Guide References
* Workday Integrations Study Guide: Core Connector: Worker- Section on "Change Detection Using Transaction Log" explains how Transaction Log subscriptions filter events based on date parameters.
* Workday Integrations Study Guide: Launch Parameters- Details the role of "As of Entry Moment" and "Effective Date" in defining the scope of incremental runs.
* Workday Integrations Study Guide: Incremental Processing- Describes how "Last Successful" parameters establish the baseline for detecting changes in subsequent runs.

NEW QUESTION # 42
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 build the integration system as the ISU.
- C. To have the ISU own the integration schedule.
- 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).

NEW QUESTION # 43
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. Format Text, Convert Text to Number, True/False Condition, Evaluate Expression
- B. Text Constant, Substring Text, Arithmetic Calculation, 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.
Reference 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 # 44
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