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Workday Pro Integrations Certification Exam Sample Questions (Q16-Q21):

NEW QUESTION # 16
You need to filter a custom report to only show workers that have been terminated after a user-prompted date.
How do you combine conditions in the filter to meet this requirement?

- A. Worker Status is equal to the value "Terminated" AND Termination Date is greater than a value retrieved from a prompt.
- B. Worker Status is equal to the value retrieved from a prompt OR Termination Date is equal to a value retrieved from a

prompt.
- C. Worker Status is equal to the value "Terminated" OR Termination Date is greater than a value retrieved from a prompt
- D. Worker Status is equal to the value retrieved from a prompt AND Termination Date is less than a value retrieved from a prompt.

Answer: A

Explanation:
The requirement is to filter a custom report to show only workers terminated after a user-prompted date. In Workday, filters are defined in the Filter tab of the custom report definition, and conditions can be combined using AND/OR logic to refine the dataset. Let's analyze the requirement and options:
* Key Conditions:
* Workers must beterminated, so the "Worker Status" field must equal "Terminated."
* The termination must occuraftera user-specified date, so the "Termination Date" must be greater than the prompted value.
* Both conditions must be true for a worker to appear in the report, requiring anANDcombination.
* Option Analysis:
* A. Worker Status is equal to the value "Terminated" OR Termination Date is greater than a value retrieved from a prompt: Incorrect. Using OR means the report would include workers who are terminated (regardless of date) OR workers with a termination date after the prompt (even if not terminated), which doesn't meet the strict requirement of terminated workers after a specific date.
* B. Worker Status is equal to the value retrieved from a prompt AND Termination Date is less than a value retrieved from a prompt: Incorrect. Worker Status shouldn't be a prompted value (it's fixed as "Terminated"), and "less than" would show terminations before the date, not after.
* C. Worker Status is equal to the value retrieved from a prompt OR Termination Date is equal to a value retrieved from a prompt: Incorrect. Worker Status shouldn't be prompted, and
"equal to" limits the filter to exact matches, not "after" the date. OR logic also broadens the scope incorrectly.
* D. Worker Status is equal to the value "Terminated" AND Termination Date is greater than a value retrieved from a prompt: Correct. This ensures workers are terminated (fixed value) AND their termination date is after the user-entered date, precisely meeting the requirement.
* Implementation:
* In the custom report's Filter tab, add two conditions:
* Field: Worker Status, Operator: equals, Value: "Terminated".
* Field: Termination Date, Operator: greater than, Value: Prompt for Date (configured as a report prompt).
* Set the logical operator between conditions toAND.
* Test with a sample date to verify only terminated workers after that date appear.
References from Workday Pro Integrations Study Guide:
* Workday Report Writer Fundamentals: Section on "Creating and Managing Filters" details combining conditions with AND/OR logic and using prompts.
* Integration System Fundamentals: Notes how filtered reports support integration data sources with dynamic user inputs.

NEW QUESTION # 17
You have a population of workers who have put multiple names in their Legal Name - First Name Workday delivered field. Your third-party vendor only accepts one-word first names. For workers that have included a middle name, the first and middle names are separated by a single space. You have been asked to implement the following logic:
* Extract the value before the single space from the Legal Name - First Name Workday delivered field.
* Count the number of characters in the extracted value.
* Identify if the number of characters is greater than.
* If the count of characters is greater than 0, use the extracted value. Otherwise, use the Legal Name - First Name Workday delivered field.
What functions are needed to achieve the end goal?

- A. Text Constant, Substring Text, Arithmetic Calculation, Evaluate Expression
- B. Substring Text, Text Length, True/False Condition, Evaluate Expression
- C. Extract Single Instance, Text Length, Numeric Constant, True/False Condition
- D. Format Text, Convert Text to Number, True/False Condition, Evaluate Expression

Answer: B

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 usingSubstring Textto extract text before the space.
* UseText Lengthto count characters in the extracted value.
* UseTrue/False Conditionto check if the length > 0.
* UseEvaluate Expressionto return the extracted value or the original field based on the condition.
References from Workday Pro Integrations Study Guide:
* Workday Calculated Fields: Section on "Text Functions" details Substring Text and Text Length usage.
* Integration System Fundamentals: Explains how calculated fields with conditions (True/False, Evaluate Expression) transform data for third-party systems.
* Core Connectors & Document Transformation: Highlights text manipulation for outbound integration requirements.

NEW QUESTION # 18
What is the relationship between an ISU (Integration System User) and an ISSG (Integration System Security Group)?

- A. The ISU controls what accounts are in the ISSG.
- B. The ISU grants security policies to the ISSG.
- C. The ISU owns the ISSG.
- D. The ISU is a member of the ISSG.

Answer: D

Explanation:
This question explores the relationship between an Integration System User (ISU) and an Integration System Security Group (ISSG) in Workday Pro Integrations, focusing on how security is structured for integrations.
Let's analyze the relationship and evaluate each option to determine the correct answer.
Understanding ISU and ISSG in Workday
* Integration System User (ISU):An ISU is a dedicated user account in Workday specifically designed for integrations. It acts as a "robot account" or service account, used by integration systems to interact with Workday via APIs, web services, or other

integration mechanisms (e.g., EIBs, Core Connectors).
ISUs are typically configured with a username, password, and specific security settings, such as disabling UI sessions and setting session timeouts to prevent expiration (commonly set to 0 minutes).
ISUs are not human users but are instead programmatic accounts for automated processes.
* Integration System Security Group (ISSG):An ISSG is a security container or group in Workday that defines the permissions and access rights for integration systems. ISSGs are used to manage what data and functionalities an integration (or its associated ISU) can access or modify within Workday. There are two types of ISSGs:
* Unconstrained:Allows access to all data instances secured by the group.
* Constrained:Limits access to a subset of data instances based on context (e.g., specific segments or data scopes).ISSGs are configured with domain security policies, granting permissions like
"Get" (read), "Put" (write), "View," or "Modify" for specific domains (e.g., Worker Data, Integration Build).
* Relationship Between ISU and ISSG:In Workday, security for integrations is managed through a hierarchical structure. An ISU is associated with or assigned to an ISSG to inherit its permissions. The ISSG acts as the security policy container, defining what the ISU can do, while the ISU is the account executing those actions. This relationship ensures that integrations have controlled, audited access to Workday data and functions, adhering to the principle of least privilege.
Evaluating Each Option
Let's assess each option based on Workday's security model for integrations:
Option A: The ISU is a member of the ISSG.
* Analysis:This is correct. In Workday, an ISU is assigned to or associated with an ISSG to gain the necessary permissions. The ISSG serves as a security group that contains one or more ISUs, granting them access to specific domains and functionalities. For example, when creating an ISU, you use the
"Create Integration System User" task, and then assign it to an ISSG via the "Assign Integration System Security Groups" or "Maintain Permissions for Security Group" tasks. Multiple ISUs can belong to the same ISSG, inheriting its permissions. This aligns with Workday's security framework, where security groups (like ISSGs) manage user (or ISU) access.
* Why It Fits:The ISU is a "member" of the ISSG in the sense that it is linked to the group to receive its permissions, enabling secure integration operations. This is a standard practice for managing integration security in Workday.
Option B: The ISU owns the ISSG.
* Analysis:This is incorrect. In Workday, ISUs do not "own" ISSGs. Ownership or control of security groups is not a concept applicable to ISUs, which are service accounts for integrations, not administrative entities with authority over security structures. ISSGs are created and managed by Workday administrators or security professionals using tasks like "Create Security Group" and "Maintain Permissions for Security Group." The ISU is simply a user account assigned to the ISSG, not its owner or controller.
* Why It Doesn't Fit:Ownership implies administrative control, which ISUs lack; they are designed for execution, not management of security groups.
Option C: The ISU grants security policies to the ISSG.
* Analysis:This is incorrect. ISUs do not have the authority to grant or modify security policies for ISSGs. Security policies are defined and assigned to ISSGs by Workday administrators or security roles with appropriate permissions (e.g., Security Configuration domain access). ISUs are passive accounts that execute integrations based on the permissions granted by the ISSG they are assigned to. Granting permissions is an administrative function, not an ISU capability.
* Why It Doesn't Fit:ISUs are integration accounts, not security administrators, so they cannot modify or grant policies to ISSGs.
Option D: The ISU controls what accounts are in the ISSG.
* Analysis:This is incorrect. ISUs do not control membership or configuration of ISSGs. Adding or removing accounts (including other ISUs) from an ISSG is an administrative task performed by users with security configuration permissions, using tasks like "Maintain Permissions for Security Group." ISUs are limited to executing integration tasks based on their assigned ISSG permissions, not managing group membership.
* Why It Doesn't Fit:ISUs lack the authority to manage ISSG membership or structure, as they are not administrative accounts but integration-specific service accounts.
Final Verification
Based on Workday's security model, the correct relationship is that an ISU is a member of an ISSG, inheriting its permissions to perform integration tasks. This is consistent with the principle of least privilege, where ISSGs define access, and ISUs execute within those boundaries. The other options misattribute administrative or ownership roles to ISUs, which are not supported by Workday's design.
Supporting Information
The relationship is grounded in Workday's integration security practices, including:
* Creating an ISU via the "Create Integration System User" task.
* Creating an ISSG via the "Create Security Group" task, selecting "Integration System Security Group (Unconstrained)" or "Constrained."
* Assigning the ISU to the ISSG using tasks like "Assign Integration System Security Groups" or
"Maintain Permissions for Security Group."
* Configuring domain security policies (e.g., Get, Put) for the ISSG to control ISU access to domains like Worker Data, Integration Build, etc.
* Activating security changes via "Activate Pending Security Policy Changes." This structure ensures secure, controlled access for

integrations, with ISSGs acting as the permission container and ISUs as the executing accounts.
Key References
The explanation aligns with Workday Pro Integrations documentation and best practices, including:
* Integration security overviews and training on Workday Community.
* Guides for creating ISUs and ISSGs in implementation documentation (e.g., NetIQ, Microsoft Learn, Reco.ai).
* Tutorials on configuring domain permissions and security groups for integrations (e.g., ServiceNow, Apideck, Surety Systems).

NEW QUESTION # 19
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.
When testing, you run the Test Security Related Action from the Configure Integration Field Override step. Several field overrides display "No" in the Available by User column.
To ensure the ISSG has access to these field overrides and that "Yes" is displayed in the Test Security step, what configuration should you review?

- A. Grant View permissions to the ISSG for the domain security policies that secure the web service operations.
- B. Provide the ISSG View permissions to the domain security policies securing each overridden field.
- C. Identify the domain security policies securing the field overrides and grant Modify permissions.
- D. Assign the ISSG to the domain security policies that govern the web service operations with Get access.

Answer: B

Explanation:
The Test Security Related Action shows Available by User = No when the security group running the integration lacks View permissions to the fields used in the override logic.
From Workday documentation:
Field Overrides require the ISSG to have View access to the domain policies securing each field referenced in the override, otherwise Workday blocks the field from execution.
Therefore, the appropriate fix is to:
* Identify the domains that secure the calculated fields and overridden fields
* Grant the ISSG View access in those domain security policies
* Activate pending changes
Options B and C incorrectly focus only on web service operations.
Option D incorrectly suggests Modify access - but View is the required minimum.

NEW QUESTION # 20
Refer to the scenario. You are implementing a Core Connector: Worker integration to send employee data to a third-party active employee directory. The external vendor requires the following:
The Employee's Active Directory User Principal Name.
A mapping from Worker Type values to external worker type codes.
A specific filename format that includes a timestamp and sequence number.
You also need to ensure the document transformation occurs before the file is delivered to the endpoint. You must include an Employee's Active Directory User Principal Name (generated by a Calculated Field).
How do you ensure this field is pulled into the output?

- A. Configure an integration field attribute.
- B. Configure an integration map.
- C. Configure an integration attribute.
- D. Configure an integration field override.

Answer: D

Explanation:
To surface a Calculated Field in a Core Connector: Worker (CCW) outbound, you use an Integration Field Override to substitute the connector's default source with your calculated value. An integration map (Option A) is intended to translate or normalize code values (for example, mapping internal Worker Type codes to the vendor's codes), not to replace the source of a field. Integration attributes (Option D) and integration field attributes (Option C) manage connector behavior and attributes, but they do not replace a field's data source with a calculated field. Therefore, the correct method to "pull" a calculated field into the CCW output is an

Integration Field Override (Option B).
Why the other elements in the scenario matter (and how they're handled) - with exact extracts from your materials:
Mapping Worker Type to external codes → Integration Maps (supports, but not the asked action):Your deployment guides call out maintaining and using Integration System Maps for code translations. This is exactly where you'd map "Worker Type" to the external system's codes, but it is not how you inject a calculated field into the payload.
"Maintenance of Integration System Maps"
"WORKDAY SETUP - NON STATIC MAPS" and "WORKDAY SETUP - STATIC MAPS" (table of contents for configuration of maps) Filename requires timestamp/sequence number → Sequence Generator (supports the scenario):Your Time Tracking/PECI deployment guide explicitly includes a Sequence Generator configuration that's used with certified connectors to build compliant, unique file names (often with timestamps and/or sequence numbers) before delivery.
"3.6 Sequence Generator" (configuration item for certified integrations used in file naming) Transformation before delivery → Standard integration flow (transform then deliver):The same deployment materials describe document/file delivery mechanics (for example, SFTP), which occur after the integration produces/transforms the document. This supports the scenario requirement that transformation happens prior to transmission.
"4. FILE DELIVERY SERVICE ... 4.4 SFTP Configuration" (document delivery occurs after the integration generates/transforms the output) Security posture for integrations (context):For outbound/system users and secure delivery, the Workday Authentication & Security guide documents integration-appropriate authentication (e.g., X.509) and general integration security steps - relevant background for productionizing CCW but not directly affecting how to bring a calculated field into the payload.
"X509 Recommended for web services users and integrations that use an integration system user account." Putting it all together for the scenario:
Use Integration Field Override to point the CCW field to your Calculated Field for UPN → (Correct answer: B).
Use Integration Maps to translate Worker Type to the vendor's codes (supports the mapping requirement).
Configure filename rules via Sequence Generator to include timestamp and sequence in the produced file name (supports the file-naming requirement).
Ensure the document transformation runs as part of the integration generation step and then deliver via SFTP (file delivery service).
Reference (Workday Pro: Integrations-aligned materials):
GPC_PECI_TimeTracking_DeploymentGuide_CloudPay.pdf - Sections "3.6 Sequence Generator" and "4. File Delivery Service" (delivery occurs after file generation/transform).
GPC_PECI_DeploymentGuide_CloudPay_2.9.pdf - Map configuration sections ("WORKDAY SETUP - NON STATIC MAPS", "WORKDAY SETUP - STATIC MAPS").
GPC_PECI_UserGuide_CloudPay_2.1.1.pdf - "Maintenance of Integration System Maps." Admin-Guide-Authentication-and-Security.pdf - Integration security notes, including X.509 recommendation for integrations.

NEW QUESTION # 21
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