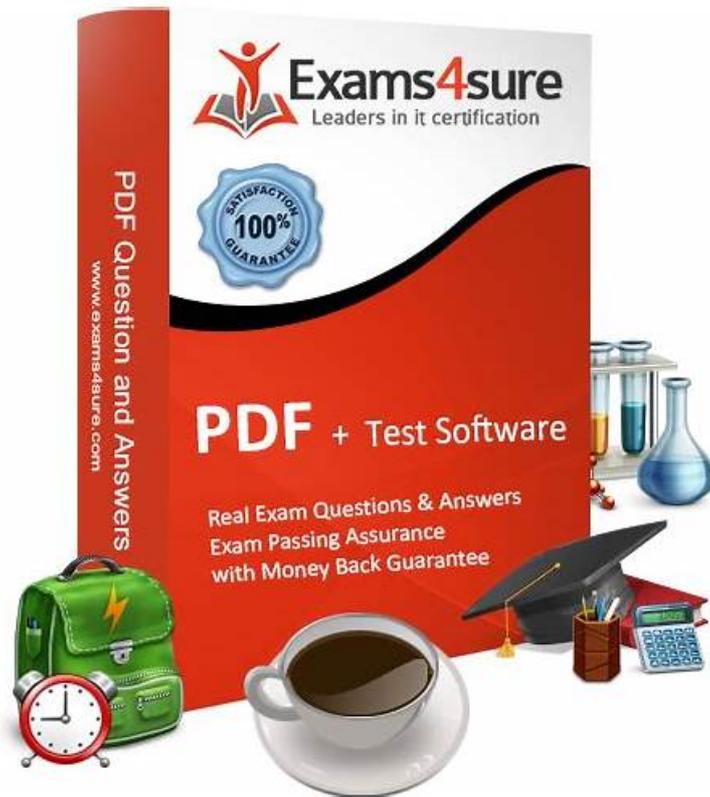


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## Workday Pro Integrations Certification Exam Sample Questions (Q67-Q72):

### NEW QUESTION # 67

As of May 1, 2024 Brian Hill's annual salary is \$60,000.00. On May 13, 2024 Brian Hill received a salary increase and data was entered into Workday at 2:00 PM the same day. The new salary amount is set to \$90,000.00 with an effective date of May 10, 2024.

Run #1

Core Connector: Worker Integration System was launched as an ad-hoc manual run on May 13, 2024.

As of Entry Moment: 05/11/2024 2:00:00 PM

Effective Date: 05/11/2024

Last Successful As of Entry Moment: 05/09/2024 2:00:00 PM

Last Successful Effective Date: 05/09/2024

What will be the expected output in the Run #1 of the Core Connector: Worker Integration System?

- A. Brian Hill will be included in the output file. The salary amount will be \$60,000.00.
- **B. Brian Hill will be included in the output file. The salary amount will be \$90,000.00.**
- C. Brian Hill will be excluded in the output file due to the Entry Moment of his salary.
- D. Brian Hill will be excluded in the output file due to the Effective Date of his salary.

**Answer: B**

Explanation:

Let's break this down:

Effective Date of salary change: May 10, 2024

Entry Moment (data entry timestamp): May 13, 2024, 2:00 PM

Integration Run As of Entry Moment: May 11, 2024, 2:00 PM

Salary data was entered AFTER this moment (May 13 vs May 11)

So based on Workday's Change Detection logic:

A worker is included in the integration output only if the transaction was entered into Workday after the last successful entry moment, and the effective date is on or after the "Last Successful Effective Date".

In this case:

Entry was made after the last As-of Entry Moment (May 13 > May 11)

Effective date (May 10) is after the last successful effective date (May 9) Both conditions are met, so Brian Hill will be included, and the new salary of \$90,000.00 will be reflected in the output.

Why other options are incorrect:

- A . The effective date is valid.
- B . \$60,000 would be outdated.
- C . Entry moment is after the As-of date, so not excluded.

### NEW QUESTION # 68

You have been asked to create an integration using the Core Connector: Worker with DIS template. The vendor has requested that you only include employees who are based in the San Francisco area that are on leave.

How do you configure your integration so that only workers who meet the requirements are included in the output file?

- A. Configure the integration attributes to include workers in San Francisco on leave.
- B. Configure a Boolean field for San Francisco workers on leave under the field attributes.
- C. Configure a Boolean field for San Francisco workers on leave in the field overrides.
- **D. Configure a Boolean field for Population Eligibility for San Francisco workers on leave.**

**Answer: D**

Explanation:

When using Core Connector: Worker with DIS, to restrict the population to employees who:

Are on leave, and

Are located in San Francisco

You must configure Population Eligibility, which is the only place to filter the worker population included in the connector output.

From Workday Pro documentation:

"The Population Eligibility section defines which workers are eligible for extraction in the integration based on location, status, organization, and other conditions. Boolean calculated fields can be used here to define complex eligibility criteria." In this case: Create a Boolean calculated field that returns true for "On Leave AND Location = San Francisco" Use that field in Population Eligibility Why the others are incorrect:

- A, D. Field Overrides and Field Attributes only modify what data is extracted-not who is included.
- C . Integration Attributes don't control population filtering.

### NEW QUESTION # 69

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

**Answer: C**

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). References (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 # 70

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 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

Job\_Skills does not contain the text HR?

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

**Answer: D**

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 </xsl: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>

References:

- \* 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 # 71

You need to create a report that includes data from multiple business objects. For a supervisory organization specified at run time, the report must output one row per worker, their active benefit plans, and the names and ages of all related dependents. The Worker business object contains the Employee, Benefit Plans, and Dependents fields. The Dependent business object contains the employee's dependent's Name and Age fields.

How would you select the primary business object (PBO) and related business objects (RBO) for the report?

- A. PBO: Worker, RBO: Dependent
- B. PBO: Dependent, no RBOs
- C. PBO: Worker; no RBOs
- D. PBO: Dependent, RBO: Worker

**Answer: A**

Explanation:

In Workday reporting, selecting the appropriate Primary Business Object (PBO) and Related Business Objects (RBOs) is critical to ensure that the report retrieves and organizes data correctly based on the requirements. The requirement here is to create a report that outputs one row per worker for a specified supervisory organization, including their active benefit plans and the names and ages of all related dependents. The Worker business object contains fields like Employee, Benefit Plans, and Dependents, while the Dependent business object provides the Name and Age fields for dependents.

\* Why Worker as the PBO? The report needs to output "one row per worker," making the Worker business object the natural choice for the PBO. In Workday, the PBO defines the primary dataset and determines the granularity of the report (i.e., one row per instance of the PBO). Since the report revolves around workers and their associated data (benefit plans and dependents), Worker is the starting point. Additionally, the requirement specifies a supervisory organization at runtime, which is a filter applied to the Worker business object to limit the population.

\* Why Dependent as an RBO? The Worker business object includes a "Dependents" field, which is a multi-instance field linking to the Dependent business object. To access detailed dependent data (Name and Age), the Dependent business object must be added as an RBO. This allows the report to pull in the related dependent information for each worker. Without the Dependent RBO, the report could only reference the existence of dependents, not their specific attributes like Name and Age.

\* Analysis of Benefit Plans: The Worker business object already contains the "Benefit Plans" field, which provides access to active benefit plan data. Since this is a field directly available on the PBO (Worker), no additional RBO is needed to retrieve benefit plan information.

\* Option Analysis:

\* A. PBO: Dependent, RBO: Worker: Incorrect. If Dependent were the PBO, the report would output one row per dependent, not one row per worker, which contradicts the requirement.

Additionally, Worker as an RBO would unnecessarily complicate accessing worker-level data.

\* B. PBO: Worker, RBO: Dependent: Correct. This aligns with the requirement: Worker as the PBO ensures one row per worker, and Dependent as the RBO provides access to dependent details (Name and Age). Benefit Plans are already accessible via the Worker PBO.

\* C. PBO: Dependent, no RBOs: Incorrect. This would result in one row per dependent and would not allow easy access to worker or benefit plan data, failing to meet the "one row per worker" requirement.

\* D. PBO: Worker, no RBOs: Incorrect. While Worker as the PBO is appropriate, omitting the Dependent RBO prevents the report from retrieving dependent Name and Age fields, which are stored in the Dependent business object, not directly on Worker.

\* Implementation:

\* Create a custom report with Worker as the PBO.

\* Add a filter for the supervisory organization (specified at runtime) on the Worker PBO.

\* Add Dependent as an RBO to access Name and Age fields.

\* Include columns from Worker (e.g., Employee, Benefit Plans) and Dependent (e.g., Name, Age).

References from Workday Pro Integrations Study Guide:

\* Workday Report Writer Fundamentals: Section on "Selecting Primary and Related Business Objects" explains how the PBO determines the report's row structure and RBOs extend data access to related objects.

\* Integration System Fundamentals: Discusses how multi-instance fields (e.g., Dependents on Worker) require RBOs to retrieve detailed attributes.

## NEW QUESTION # 72

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