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Workday Workday-Pro-Integrations Exam Syllabus Topics:

Topic	Details

Topic 1	<ul style="list-style-type: none"> • XSLT: This section of the exam measures the skills of Data Integration Developers and covers the use of Extensible Stylesheet Language Transformations (XSLT) in Workday integrations. It focuses on transforming XML data structures, applying conditional logic, and formatting output for various integration use cases such as APIs and external file delivery.
Topic 2	<ul style="list-style-type: none"> • Cloud Connect: This section of the exam measures the skills of Workday Implementation Consultants and focuses on using Workday Cloud Connect solutions for third-party integration. It includes understanding pre-built connectors, configuration settings, and how to manage data flow between Workday and external systems while ensuring security and data integrity.
Topic 3	<ul style="list-style-type: none"> • 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 4	<ul style="list-style-type: none"> • 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.

Workday Pro Integrations Certification Exam Sample Questions (Q62-Q67):

NEW QUESTION # 62

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

Answer: D

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 # 63

Which three features must all XSLT files contain to be considered valid?

- A. A template, a prefix, and a header
- B. A header, a footer, and a namespace
- C. A root element, namespace, and at least one transformation
- **D. A root element, namespace, and at least one template**

Answer: D

Explanation:

For an XSLT (Extensible Stylesheet Language Transformations) file to be considered valid in the context of Workday integrations (and per general XSLT standards), it must adhere to specific structural and functional requirements. The correct answer is that an XSLT file must contain a root element, a namespace, and at least one template. Below is a detailed explanation of why this is the case, grounded in Workday's integration practices and XSLT specifications:

Root Element:

Every valid XSLT file must have a single root element, which serves as the top-level container for the stylesheet. In XSLT, this is typically the `<xsl:stylesheet>` or `<xsl:transform>` element (both are interchangeable, though `<xsl:stylesheet>` is more common). The root element defines the structure of the XSLT document and encapsulates all other elements, such as templates and namespaces. Without a root element, the file would not conform to XML well-formedness rules, which are a prerequisite for XSLT validity.

Example:

```
<xsl:stylesheet version="1.0" xmlns:xsl="http://www.w3.org/1999/XSL/Transform">
</xsl:stylesheet>
```

Namespace:

An XSLT file must declare the XSLT namespace, typically `http://www.w3.org/1999/XSL/Transform`, to identify it as an XSLT stylesheet and enable the processor to recognize XSLT-specific elements (e.g., `<xsl:template>`, `<xsl:value-of>`). This is declared within the root element using the `xmlns:xsl` attribute.

The namespace ensures that the elements used in the stylesheet are interpreted as XSLT instructions rather than arbitrary XML. Without this namespace, the file would not function as an XSLT stylesheet, as the processor would not know how to process its contents.

In Workday's Document Transformation integrations, additional namespaces (e.g., for Workday-specific schemas) may also be included, but the XSLT namespace is mandatory for validity.

At Least One Template:

An XSLT file must contain at least one `<xsl:template>` element to define the transformation logic. Templates are the core mechanism by which XSLT processes input XML and produces output. They specify rules for matching nodes in the source XML (via the `match` attribute) and generating the transformed result.

Without at least one template, the stylesheet would lack any transformation capability, rendering it functionally invalid for its intended purpose. Even a minimal XSLT file requires a template to produce meaningful output, though built-in default templates exist, they are insufficient for custom transformations like those used in Workday.

Example:

```
<xsl:template match="/">
<result>Hello, Workday!</result>
</xsl:template>
```

Complete Minimal Valid XSLT Example:

```
<xsl:stylesheet version="1.0" xmlns:xsl="http://www.w3.org/1999/XSL/Transform">
<xsl:template match="/">
<output>Transformed Data</output>
</xsl:template>
</xsl:stylesheet>
```

Why Other Options Are Incorrect:

A . A root element, namespace, and at least one transformation: While this is close, "transformation" is not a precise term in XSLT. The correct requirement is a "template," which defines the transformation logic. "Transformation" might imply the overall process, but the specific feature required in the file is a template.

C . A header, a footer, and a namespace: XSLT files do not require a "header" or "footer." These terms are not part of XSLT or XML standards. The structure is defined by the root element and templates, not headers or footers, making this option invalid.

D . A template, a prefix, and a header: While a template is required, "prefix" (likely referring to the namespace prefix like `xsl:`) is not a standalone feature—it's part of the namespace declaration within the root element. "Header" is not a required component, making

this option incorrect.

Workday Context:

In Workday's Document Transformation systems (e.g., Core Connectors or custom integrations), XSLT files are uploaded as attachment transformations. Workday enforces these requirements to ensure the stylesheets can process XML data (e.g., from Workday reports or connectors) into formats suitable for external systems. The Workday platform validates these components when an XSLT file is uploaded, rejecting files that lack a root element, namespace, or functional templates.

Workday Pro Integrations Study Guide Reference:

Workday Integration System Fundamentals: Describes the structure of XSLT files, emphasizing the need for a root element (<xsl:stylesheet>), the XSLT namespace, and templates as the building blocks of transformation logic.

Document Transformation Module: Details the requirements for uploading valid XSLT files in Workday, including examples that consistently feature a root element, namespace declaration, and at least one template (e.g., "XSLT Basics for Document Transformation").

Core Connectors and Document Transformation Course Manual: Provides sample XSLT files used in labs, all of which include these three components to ensure functionality within Workday integrations.

Workday Community Documentation: Reinforces that XSLT files must be well-formed XML with an XSLT namespace and at least one template to be processed correctly by Workday's integration engine.

NEW QUESTION # 64

Which features must all XSLT files contain to be considered valid?

- A. A template, a prefix, and a header
- B. A header, a footer, and a namespace
- C. A root element, namespace, and at least one transformation
- **D. A root element, namespace, and at least one template**

Answer: D

Explanation:

A valid XSLT file must include the following key components:

* Root Element: <xsl:stylesheet> or <xsl:transform>

* Namespace Declaration: Usually xmlns:xsl="http://www.w3.org/1999/XSL/Transform"

* At Least One <xsl:template> to define transformation behavior

From W3C and Workday documentation:

"A valid XSLT file must contain a stylesheet root element, a namespace, and at least one template to be considered executable."

Why others are incorrect:

* A. Prefix and header are not structural requirements.

* B. "Transformation" is vague; it's the template that implements it.

* C. Headers and footers are not required or defined elements in XSLT.

Reference:W3C XSLT 1.0 SpecificationWorkday Pro: XSLT Guide - Required Syntax for Workday Document Transformations

NEW QUESTION # 65

A vendor needs an EIB that uses a custom report to output a list of new hires and the date they are eligible for benefits. You have been asked to create a calculated field that adds each worker's hire date + 85 days and displays the result in YYYY-MM-DD format.

Which calculated field functions do you need to accomplish this?

- **A. Numeric Constant, Increment or Decrement Date, Format Date**
- B. Date Constant, Increment or Decrement Date, Format Date
- C. Numeric Constant, Date Difference, Format Date
- D. Date Constant, Arithmetic Calculation, Format Date

Answer: A

Explanation:

You are asked to create a calculated field that:

* Takes the Hire Date

* Adds 85 days

* Formats it as YYYY-MM-DD

To accomplish this in Workday, you need the following calculated field functions:

- * Numeric Constant # define 85
- * Increment or Decrement Date # add 85 days to the Hire Date
- * Format Date # convert the resulting date to YYYY-MM-DD

Why other options are incorrect:

- * A. Date Constant would define a fixed date, not a dynamic calculation.
- * B. Date Difference is for subtraction between two dates.
- * C. Date Constant is still incorrect for offsetting a variable date.

Reference: Workday Calculated Fields Training - Increment or Decrement Date, Format Date Functions
Workday Pro: HCM Calculated Fields - Best Practices for Date Arithmetic

NEW QUESTION # 66

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 use the Change Business Title related action on Jared and update the Business Title of the position to a new value. Jared Ellis' worker history shows the Title Change 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. Integration Population Eligibility
- **B. Transaction log subscription**
- C. Integration Field Attributes
- D. Date launch parameters

Answer: B

Explanation:

The scenario involves a Core Connector: Worker integration configured to output Position Title and Business Title fields for workers who meet the Integration Population Eligibility criteria (Is Manager = true), with the Transaction Log service subscribed to the "Position Edit Event." The integration is launched with specific date parameters, and a test is performed by updating Jared Ellis' Business Title using the "Change Business Title" related action. Jared is a manager, and the change is logged with an effective date of 05/24/2024 and an entry moment of 05/24/2024 07:58:53 AM. Despite this, Jared does not appear in the output. Let's determine why and identify the configuration element that needs modification.

In Workday, the Core Connector: Worker integration uses the Transaction Log service to detect changes based on subscribed transaction types. The subscribed transaction type in this case is "Position Edit Event," which is triggered when a position is edited via the "Edit Position" business process. However, the test scenario involves a "Change Business Title" related action, which is a distinct business process in Workday.

This action updates the Business Title field but does not necessarily trigger a "Position Edit Event." Instead, it generates a different event type, such as a "Title Change Event" (as noted in Jared's worker history), depending on how the system logs the action.

The date launch parameters provided are:

- * As of Entry Moment: 05/25/2024 12:00:00 AM - The latest point for entry moments.
- * Effective Date: 05/25/2024 - The latest effective date for changes.
- * Last Successful As of Entry Moment: 05/23/2024 12:00:00 AM - The starting point for entry moments from the last run.
- * Last Successful Effective Date: 05/23/2024 - The starting point for effective dates from the last run.

Jared's change has:

- * Entry Moment: 05/24/2024 07:58:53 AM - Falls between 05/23/2024 12:00:00 AM and 05/25/2024 12:00:00 AM.
- * Effective Date: 05/24/2024 - Falls between 05/23/2024 and 05/25/2024.

The date parameters correctly cover the time window of Jared's change, meaning the issue is not with the date range but with the event detection logic. The Transaction Log subscription determines which events are processed by the integration. Since the subscription is set to "Position Edit Event" and the change was made via "Change Business Title" (logged as a "Title Change Event"), the integration does not recognize this event because it is not subscribed to the appropriate transaction type.

To include Jared Ellis in the output, the Transaction Log subscription must be modified to include the event type associated with the "Change Business Title" action, such as "Title Change Event" or a broader category like "Position Related Event" that encompasses both position edits and title changes. This ensures the integration captures the specific update made to Jared's Business Title.

Let's evaluate the other options:

* B. Date launch parameters: The parameters already include Jared's entry moment and effective date within the specified ranges (05/23/2024 to 05/25/2024). Adjusting these would not address the mismatch between the subscribed event type and the actual event triggered.

* C. Integration Field Attributes: These are set to output Position Title and Business Title, and the change to Business Title is within scope. The field configuration is correct and does not need modification.

* D. Integration Population Eligibility: This is set to "Is Manager = true," and Jared is a manager. This filter is functioning as intended and is not the issue.

The root cause is the Transaction Log subscription not aligning with the event type generated by the "Change Business Title" action, making A. Transaction log subscription the correct answer.

Workday Pro Integrations Study Guide References

* Workday Integrations Study Guide: Core Connector: Worker- Section on "Transaction Log Configuration" explains how subscribing to specific transaction types filters the events processed by the integration.

* Workday Integrations Study Guide: Change Detection- Details how different business processes (e.g., Edit Position vs. Change Business Title) generate distinct event types in the Transaction Log.

* Workday Integrations Study Guide: Event Subscription- Notes the importance of aligning subscription types with the specific business actions being tested or monitored.

NEW QUESTION # 67

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