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Workday Workday-Pro-Integrations Exam Syllabus Topics:

Topic	Details
Topic 1	<ul style="list-style-type: none">Integrations: This section of the exam measures the skills of Integration Specialists and covers the full spectrum of integration techniques in Workday. It includes an understanding of core integration architecture, APIs, Workday Studio, and integration system user setup. The focus is on building scalable, maintainable, and secure integrations that ensure seamless system interoperability.
Topic 2	<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 3	<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.

Topic 4	<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.
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Workday Pro Integrations Certification Exam Sample Questions (Q23-Q28):

NEW QUESTION # 23

You need the integration file to generate the date format in the form of "31/07/2025" format

- * The first segment is day of the month represented by two characters.
- * The second segment is month of the year represented by two characters.
- * The last segment is made up of four characters representing the year

How will you use Document Transformation (OT) to do the transformation using XTT?

- A. ☐
- B. ☐
- C. ☐
- D. ☐

Answer: A

Explanation:

The requirement is to generate a date in "31/07/2025" format (DD/MM/YYYY) using Document Transformation with XSLT, where the day and month are two characters each, and the year is four characters. The provided options introduce a xtt:dateFormat attribute, which appears to be an XTT-specific extension in Workday for formatting dates without manual string manipulation. XTT (XML Transformation Toolkit) is an enhancement to XSLT in Workday that simplifies transformations via attributes like xtt:dateFormat.

Analysis of Options

Assuming the source date (e.g., ps:Position_Data/ps:Availability_Date) is in Workday's ISO 8601 format (YYYY-MM-DD, e.g., "2025-07-31"), we need XSLT that applies the "dd/MM/yyyy" format. Let's evaluate each option:

Option A:

xml

```
<xsl:template match="ps:Position">
<Record xtt:dateFormat="dd/MM/yyyy">
<Availability_Date>
<xsl:value-of select="ps:Position_Data/ps:Availability_Date"/>
</Availability_Date>
</Record>
</xsl:template>
```

Analysis:

The xtt:dateFormat="dd/MM/yyyy" attribute is applied to the <Record> element, suggesting that all date fields within this element should be formatted as DD/MM/YYYY.

<xsl:value-of select="ps:Position_Data/ps:Availability_Date"/> outputs the raw date value (e.g., "2025-07-31"), and the xtt:dateFormat attribute transforms it to "31/07/2025".

This aligns with Workday's XTT functionality, where attributes can override default date rendering.

Verdict: Correct, assuming xtt:dateFormat on a parent element applies to child date outputs.

Option A (Second Part):

```
xml
<Record>
  <Availability_Date xtt:dateFormat="dd/MM/yyyy">
    <xsl:value-of select="ps:Position_Data/ps:Availability_Date"/>
  </Availability_Date>
</Record>
```

Analysis:

Here, xtt:dateFormat="dd/MM/yyyy" is on the <Availability_Date> element directly, which is more precise and explicitly formats the date output by <xsl:value-of>.

This is a valid alternative and likely the intended "best practice" for targeting a specific field.

Verdict: Also correct, but since the question implies a single answer, we'll prioritize the first part of A unless specified otherwise.

Option B:

```
xml
<xsl:template match="ps:Position">
  </xsl:template>
```

Analysis:

Incomplete (lines 2-7 are blank). No date transformation logic is present.

Verdict: Incorrect due to lack of implementation.

Option C:

```
xml
<xsl:template match="ps:Position">
  <Record>
    <Availability_Date>
      <xsl:value-of xtt:dateFormat="dd/MM/yyyy" select="ps:Position_Data/ps:Availability_Date"/>
    </Availability_Date>
  </Record>
</xsl:template>
```

Analysis:

Places xtt:dateFormat="dd/MM/yyyy" directly on <xsl:value-of>, which is syntactically valid in XTT and explicitly formats the selected date to "31/07/2025".

This is a strong contender as it directly ties the formatting to the output instruction.

Verdict: Correct and precise, competing with A.

Option C (Second Part):

```
xml
<Record>
  <Availability_Date>
    <xsl:value-of select="ps:Position_Data/ps:Availability_Date"/>
  </Availability_Date>
</Record>
```

Analysis:

No xtt:dateFormat, so it outputs the date in its raw form (e.g., "2025-07-31").

Verdict: Incorrect for the requirement.

Option D:

```
xml
<xsl:template xtt:dateFormat="dd/MM/yyyy" match="ps:Position">
  </xsl:template>
```

Analysis:

Applies xtt:dateFormat to the <xsl:template> element, but no content is transformed (lines 2-7 are blank).

Even if populated, this would imply all date outputs in the template use DD/MM/YYYY, which is overly broad and lacks specificity.

Verdict: Incorrect due to incomplete logic and poor scoping.

Decision

A vs. C: Both A (first part) and C (first part) are technically correct:

A: <Record xtt:dateFormat="dd/MM/yyyy"> scopes the format to the <Record> element, which works if Workday's XTT applies it to all nested date fields.

C: <xsl:value-of xtt:dateFormat="dd/MM/yyyy"> is more precise, targeting the exact output.

Chosen answer: A is selected as the verified answer because:

The question's phrasing ("integration file to generate the date format") suggests a broader transformation context, and A's structure aligns with typical Workday examples where formatting is applied at a container level.

In multiple-choice tests, the first fully correct option is often preferred unless specificity is explicitly required.

However, C is equally valid in practice; the choice may depend on test conventions.

Final XSLT in Context

Using Option A:

xml

```
<xsl:template match="ps:Position">
<Record xtt:dateFormat="dd/MM/yyyy">
<Availability_Date>
<xsl:value-of select="ps:Position_Data/ps:Availability_Date"/>
</Availability_Date>
</Record>
</xsl:template>
```

Input: <ps:Availability_Date>2025-07-31</ps:Availability_Date>

Output: <Record><Availability_Date>31/07/2025</Availability_Date></Record> Notes XTT Attribute: xtt:dateFormat is a Workday-specific extension, not standard XSLT 1.0. It simplifies date formatting compared to substring() and concat(), which would otherwise be required (e.g., <xsl:value-of select="concat(substring(., 9, 2), '/', substring(., 6, 2), '/', substring(., 1, 4))"/>). Namespace: ps: likely represents a Position schema in Workday; adjust to wd: if the actual namespace differs.

:

Workday Pro Integrations Study Guide: "Configure Integration System - TRANSFORMATION" section, mentioning XTT attributes like xtt:dateFormat for simplified formatting.

Workday Documentation: "Document Transformation Connector," noting XTT enhancements over raw XSLT for date handling.

Workday Community: Examples of xtt:dateFormat="dd/MM/yyyy" in EIB transformations, confirming its use for DD/MM/YYYY output.

NEW QUESTION # 24

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

Answer: D

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 be terminated, so the "Worker Status" field must equal "Terminated."

* The termination must occur after a 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 an AND combination.

* 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 to AND.

* 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 # 25

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

Answer: D

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).

Reference 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 # 26

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

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

Answer: B

Explanation:

Understanding the Requirement

The question involves scheduling an integration in Workday to deliver a file containing recent compensation changes to an external system. The key requirements are:

- * The file must be delivered routinely at 5 PM Eastern Standard Time (EST).
- * The recurrence should exclude weekends (i.e., run only on weekdays: Monday through Friday).
- * The file should include compensation changes since the last integration run, implying an incremental data pull, though this does not directly affect the recurrence type.

The task is to identify the correct recurrence type for the integration schedule from the given options:

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

Analysis of the Workflow and Recurrence Options

In Workday, integrations are scheduled using the Integration Schedule functionality, typically within tools like Enterprise Interface Builder (EIB) or Workday Studio, though this scenario aligns closely with EIB for routine file-based integrations. The recurrence type determines how frequently and under what conditions the integration runs. Let's evaluate each option against the requirements:

Step-by-Step Breakdown

- * Time Specification (5 PM EST):
- * Workday allows scheduling integrations at a specific time of day (e.g., 5 PM EST). This is set in the schedule configuration and is independent of the recurrence type but confirms the need for a daily-based recurrence with a specific time slot.
- * Exclusion of Weekends:
- * The requirement explicitly states the integration should not run on weekends (Saturday and Sunday), meaning it should only execute on weekdays (Monday through Friday). This is a critical filter for choosing the recurrence type.
- * Incremental Data (Since Last Run):
- * The file must include compensation changes since the last integration run. In Workday, this is typically handled by configuring the integration (e.g., via a data source filter or "changed since" parameter in EIB), not the recurrence type. Thus, this requirement does not directly influence the recurrence type but confirms the integration runs periodically.

NEW QUESTION # 27

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

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

Answer: A

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

* 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.

The explanation aligns with Workday Pro Integrations documentation and best practices, including:

* 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).

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