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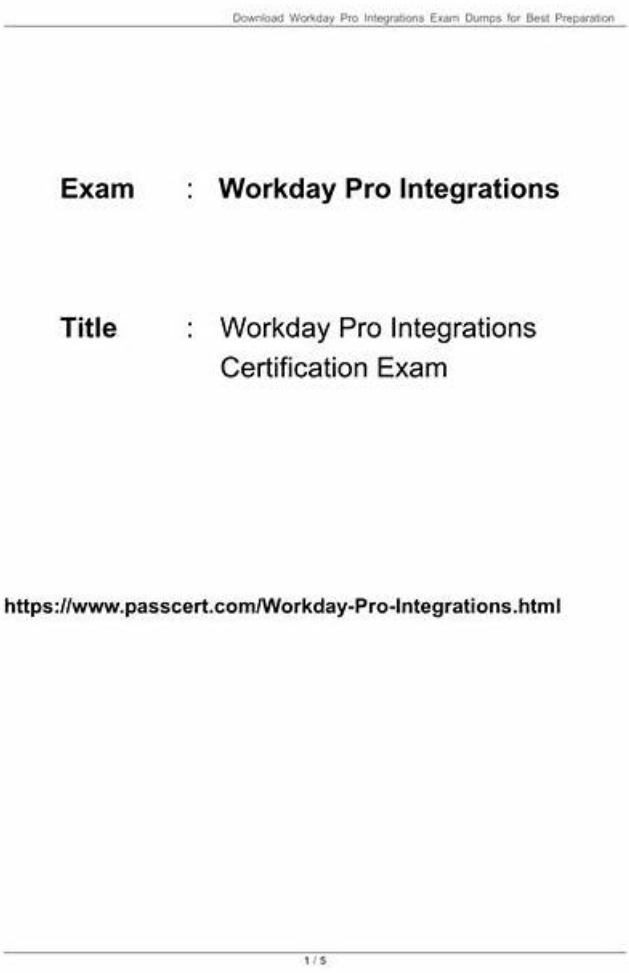

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Workday Workday-Pro-Integrations Exam Syllabus Topics:

Topic	Details
Topic 1	• 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 2	• 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 3	• 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	• 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 5	• 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.

Workday Pro Integrations Certification Exam Sample Questions (Q35-Q40):

NEW QUESTION # 35
Refer to the following scenario to answer the question below.
You have been asked to build an integration using the Core Connector: Worker template and should leverage the Data Initialization Service (DIS). The integration will be used to export a full file (no change detection) for employees only and will include personal data.
What configuration is required to output the value of a calculated field which you created for inclusion in this integration?

- A. Configure Integration Maps.
- B. Configure Integration Field Overrides.
- C. Configure Integration Field Attributes.
- D. Configure Integration Attributes.

Answer: B

Explanation:
The scenario involves a Core Connector: Worker integration using the Data Initialization Service (DIS) to export a full file of employee personal data, with a requirement to include a calculated field in the output. Core Connectors rely on predefined field mappings, but custom calculated fields need specific configuration to be included. Let's analyze the solution:
Requirement:Output the value of a calculated field created for this integration. In Workday, calculated fields are custom-built (e.g., using Report Writer or Calculated Fields) and not part of the standard Core Connector template, so they must be explicitly added to the output.
Integration Field Overrides:In Core Connectors, Integration Field Overrides allow you to replace a delivered field's value or add a

new field to the output by mapping it to a calculated field. This is the standard method to include custom calculated fields in the integration file. You create the calculated field separately, then use overrides to specify where its value appears in the output structure (e.g., as a new column or replacing an existing field).
Option Analysis:
A . Configure Integration Field Attributes: Incorrect. Integration Field Attributes refine how delivered fields are output (e.g., filtering multi-instance data like phone type), but they don't support adding or mapping calculated fields.
B . Configure Integration Field Overrides: Correct. This configuration maps the calculated field to the output, ensuring its value is included in the exported file.
C . Configure Integration Attributes: Incorrect. Integration Attributes define integration-level settings (e.g., file name, delivery protocol), not field-specific outputs like calculated fields.
D . Configure Integration Maps: Incorrect. Integration Maps transform existing field values (e.g., "Married" to "M"), but they don't add new fields or directly output calculated fields.
Implementation:
Create the calculated field in Workday (e.g., via Create Calculated Field task).
Edit the Core Connector: Worker integration.
Navigate to the Integration Field Overrides section.
Add a new override, selecting the calculated field and specifying its output position (e.g., a new field ID or overriding an existing one).
Test the integration to confirm the calculated field value appears in the output file.
Reference from Workday Pro Integrations Study Guide:
Core Connectors & Document Transformation: Section on "Configuring Integration Field Overrides" explains how to include calculated fields in Core Connector outputs.
Integration System Fundamentals: Notes the use of overrides for custom data in predefined integration templates.

NEW QUESTION # 36
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. Transaction log subscription
- B. Date launch parameters
- C. Integration Field Attributes
- D. Integration Population Eligibility

Answer: B

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 # 37
You are creating a connector based integration where all fields are provided by the template. However, the vendor would also like the following configurations as well:
* A file name output to have the current date and integration run number
* Have internal values for a particular field transferred to their external values What workflow would you follow to create this integration?

- A. * Enable Needed Integration Services * Configure Integration Attributes * Configure Integration Maps * Configure Sequence Generator
- B. * Enable Needed Integration Attributes * Configure Integration Maps * Configure Integration Services * Configure Sequence Generator
- C. * Enable Needed Integration Services * Configure Integration Field Attributes * Configure Integration Maps * Configure

Sequence Generator

- D. * Enable Needed Integration Maps * Configure Integration Services * Configure Integration Field Attributes * Configure Sequence Generator

Answer: C

Explanation:
To create a connector-based integration with additional custom configurations such as dynamic file naming and internal-to-external value mapping, the following steps must be followed:
* Enable Needed Integration Services:
* This step involves activating the required integration services to ensure that the necessary API calls, security, and processing capabilities are available within Workday.
* Configure Integration Field Attributes:
* Integration Field Attributes allow customization of fields within the integration, enabling changes to formats, mappings, and transformations, such as including a dynamically generated file name with the current date and integration run number.
* Configure Integration Maps:
* Integration Maps are used to transform internal values into external values as per the vendor's requirements. This ensures that data fields in Workday align correctly with external system specifications.
* Configure Sequence Generator:
* The Sequence Generator is used to append unique identifiers to output files, ensuring each integration run produces a uniquely named file (e.g., including the current date and run number).
This workflow ensures that the integration is set up efficiently while meeting the vendor's additional configuration needs.
References: Workday Advanced Business Process documentation

NEW QUESTION # 38
Refer to the following XML data source to answer the question below.

```
<ps:Positions xmlns:ps="urn:com.workday/coreconnector/positions"
    xmlns:xsi="http://www.w3.org/2001/XMLSchema-instance">
    <ps:Position>
        <ps:Position_Data>
            <ps:Position_ID>P-00030</ps:Position_ID>
            <ps:Job_Posting_Title>Senior IT Analyst</ps:Job_Posting_Title>
            <ps:Available_For_Hire>true</ps:Available_For_Hire>
            <ps:Availability_Date>2021-02-04</ps:Availability_Date>
            <ps:Location>San Francisco</ps:Location>
            <ps:Worker_Type>FT</ps:Worker_Type>
        </ps:Position_Data>
    </ps:Position>
</ps:Positions>
```

You need the integration file to format the ps:Position_ID field to 10 characters, truncate the value if it exceeds, and align everything to the left.
How will you start your template match on ps:Position to use Document Transformation (DT) to do the transformation using XTT?

- A.

```
<xsl:template xtt:align="left" match="ps:Position">
    <Position>
        <Pos_ID>
            <xsl:value-of xtt:fixedLength="10" select="ps:Position_Data/ps:Position_ID"/>
        </Pos_ID>
        ...
```

- B.

```
<xsl:template xtt:fixedLength="10" match="ps:Position">
    <Position>
        <Pos_ID>
            <xsl:value-of select="ps:Position_Data/ps:Position_ID"/>
        </Pos_ID xtt:align="left">
        ...
```

- C.

```
1. <xsl:template match="ps:Position">
2.     <Position xtt:align="left">
3.         <Pos_ID xtt:fixedLength="10">
4.             <xsl:value-of select="ps:Position_Data/ps:Position_ID"/>
5.         </Pos_ID>
6.         ...
```

- D.

```
1. <xsl:template match="ps:Position">
2.     <Position xtt:fixedLength="10">
3.         <Pos_ID>
4.             <xsl:value-of xtt:align="left" select="ps:Position_Data/ps:Position_ID"/>
5.         </Pos_ID>
6.         ...
```

Answer: C

Explanation:
In Workday integrations, Document Transformation (DT) using XSLT with Workday Transformation Toolkit (XTT) attributes is used to transform XML data, such as the output from a Core Connector or EIB, into a specific format for third-party systems. In this scenario, you need to transform the ps:Position_ID field within the ps:Position element to a fixed length of 10 characters, truncate the value if it exceeds 10 characters, and align the output to the left. The template must match the ps:Position element and apply these formatting rules using XTT attributes.
Here's why option A is correct:
* Template Matching: The <xsl:template match="ps:Position"> correctly targets the ps:Position element in the XML, as shown in the provided snippet, ensuring the transformation applies to the appropriate node.
* XTT Attributes:
* xtt:fixedLength="10" specifies that the Pos_ID field should be formatted to a fixed length of 10 characters. If the ps:Position_ID value exceeds 10 characters, it will be truncated (by default, XTT truncates without raising an error unless explicitly configured otherwise), meeting the requirement to truncate if the value exceeds.
* xtt:align="left" ensures that the output is left-aligned within the 10-character field, aligning with the requirement to align everything to the left.
* XPath Selection: The <xsl:value-of select="ps:Position_Data/ps:Position_ID"/> correctly extracts the ps:Position_ID value (e.g., "P-00030") from the ps:Position_Data child element, as shown in the XML structure.
* Output Structure: The <Position><Pos_ID>...</Pos_ID></Position> structure ensures the transformed data is wrapped in meaningful tags for the target system, maintaining consistency with Workday integration practices.
Why not the other options?
* B.
xml
WrapCopy
<xsl:template xtt:align="left" match="ps:Position">
<Position>
<Pos_ID xtt:fixedLength="10">
<xsl:value-of select="ps:Position_Data/ps:Position_ID"/>
</Pos_ID>
</Position>
</xsl:template>
This applies xtt:align="left" to the xsl:template element instead of the Pos_ID element. XTT attributes like fixedLength and align must be applied directly to the element being formatted (Pos_ID), not the template itself, making this incorrect.
* C.
xml
WrapCopy
<xsl:template match="ps:Position">
<Position xtt:fixedLength="10">
<Pos_ID xtt:align="left">
<xsl:value-of select="ps:Position_Data/ps:Position_ID"/>
</Pos_ID>
</Position>
</xsl:template>
This applies xtt:fixedLength="10" to the Position element and xtt:align="left" to Pos_ID. However, XTT attributes like fixedLength and align should be applied to the specific field being formatted (Pos_ID), not the parent element (Position). This misplacement

makes it incorrect.
* D.
xml
WrapCopy
<xsl:template xtt:fixedLength="10" match="ps:Position">
<Position>
<Pos_ID xtt:align="left">
<xsl:value-of select="ps:Position_Data/ps:Position_ID"/>
</Pos_ID>
</Position>
</xsl:template>
This applies xtt:fixedLength="10" to the xsl:template element and xtt:align="left" to Pos_ID. Similar to option B, XTT attributes must be applied to the specific element (Pos_ID) being formatted, not the template itself, making this incorrect.
To implement this in XSLT for a Workday integration:
* Use the template from option A to match ps:Position, apply xtt:fixedLength="10" and xtt:align="left" to the Pos_ID element, and extract the ps:Position_ID value using the correct XPath. This ensures the ps:
Position_ID (e.g., "P-00030") is formatted to 10 characters, truncated if necessary, and left-aligned, meeting the integration file requirements.
References:
* Workday Pro Integrations Study Guide: Section on "Document Transformation (DT) and XTT" - Details the use of XTT attributes like fixedLength and align for formatting data in XSLT transformations, including truncation behavior.
* Workday Core Connector and EIB Guide: Chapter on "XML Transformations" - Explains how to use XSLT templates with XTT attributes to transform position data, including fixed-length formatting and alignment.
* Workday Integration System Fundamentals: Section on "XTT in Integrations" - Covers the application of XTT attributes to specific fields in XML for integration outputs, ensuring compliance with formatting requirements like length and alignment.

NEW QUESTION # 39
When creating an ISU, what should you do to ensure the user only authenticates via web services?

- A. Generate a random password.
- B. Update the session timeout minutes.
- C. Choose a constrained security group.
- D. Select the Do Not Allow UI Sessions checkbox.

Answer: D

Explanation:
When creating an Integration System User (ISU) in Workday, the goal is often to ensure that the user is restricted to performing tasks via web services (e.g., API calls or integrations) and cannot log into the Workday user interface (UI). This is a critical security measure to limit the ISU's access to only what is necessary for integration purposes, adhering to the principle of least privilege. Let's evaluate each option provided in the question to determine the correct approach based on Workday's functionality and best practices as outlined in official documentation and the Workday Pro Integrations program.
Option A: Choose a constrained security group.In Workday, security groups define the permissions and access levels for users, including ISUs. There are two types of Integration System Security Groups (ISSGs): constrained and unconstrained. A constrained ISSG limits access to specific organizations or data scopes, while an unconstrained ISSG provides broader access across the tenant. While choosing a constrained security group can enhance security by limiting the scope of data the ISU can access, it does not directly control whether the ISU authenticates via web services or the UI. The type of security group affects data access permissions, not the authentication method or UI access. Therefore, this option does not address the requirement of ensuring authentication only via web services.
Option B: Select the Do Not Allow UI Sessions checkbox.When creating an ISU in Workday, the "Create Integration System User" task presents an option labeled "Do Not Allow UI Sessions." Selecting this checkbox explicitly prevents the ISU from logging into the Workday UI using its credentials. This setting ensures that the ISU can only authenticate and operate through programmatic means, such as web service calls (e.g., SOAP or REST APIs), which is precisely the intent of the question. This is a standard security practice recommended by Workday to isolate integration activities from interactive user sessions, reducing the risk of misuse or unauthorized access through the UI. This option directly aligns with the requirement and is the correct answer.
Option C: Update the session timeout minutes.The "Session Timeout Minutes" field in the ISU creation task determines how long an ISU's session remains active before it expires. By default, this is set to 0, meaning the session does not expire, which is suitable for integrations that require continuous operation without interruption. Updating this value (e.g., setting it to a specific number of minutes) would cause the session to time out after that period, potentially disrupting long-running integrations. However, this setting pertains to session duration, not the method of authentication or whether UI access is allowed. It does not prevent the ISU from logging into the

UI or ensure that authentication occurs only via web services, making this option irrelevant to the question.
Option D: Generate a random password.Generating a random password for the ISU is a good security practice to ensure the credentials are strong and not easily guessable. However, the password itself does not dictate how the ISU authenticates or whether it can access the UI. A random password enhances security but does not inherently restrict the ISU to web service authentication. Without selecting "Do Not Allow UI Sessions," the ISU could still log into the UI with that password, assuming no other restrictions are applied. Thus, this option does not fulfill the requirement of ensuring authentication only via web services.
Why Option B is Correct
The "Do Not Allow UI Sessions" checkbox is a specific configuration in the ISU setup process that directly enforces the restriction of authentication to web services. This setting is part of Workday's security framework for integrations, ensuring that ISUs-designed as non-human accounts for programmatic access-cannot be used interactively. This aligns with Workday's best practices for securing integrations, as outlined in the Workday Pro Integrations Study Guide and related documentation. For example, when an ISU is created with this checkbox selected, any attempt to log into the Workday UI with its credentials will fail, while web service requests (e.g., via SOAP or REST APIs) will succeed, assuming proper permissions are granted via an ISSG.
Practical Application
To implement this in Workday:
Log into your Workday tenant with administrative privileges.
Search for and select the "Create Integration System User" task.
Enter a username and password for the ISU.
Check the "Do Not Allow UI Sessions" checkbox.
Leave "Session Timeout Minutes" at 0 (default) to avoid session expiration during integrations.
Save the ISU and assign it to an appropriate ISSG (constrained or unconstrained, depending on the integration's needs).
This configuration ensures the ISU is locked to web service authentication, meeting the question's objective.
Verification with Workday Documentation
The Workday Pro Integrations Study Guide emphasizes securing ISUs by restricting them to integration-specific tasks. The "Do Not Allow UI Sessions" option is highlighted as a key control for preventing UI access, ensuring that ISUs operate solely through web services. This is also consistent with broader Workday security training materials, such as those available on Workday Community, which stress isolating integration accounts from human user activities.
Workday Pro Integrations Study Guide Reference
Section: Integration Security Fundamentals - Discusses the role of ISUs and the importance of restricting their access to programmatic interactions.
Section: Configuring Integration System Users - Details the "Create Integration System User" task, including the "Do Not Allow UI Sessions" checkbox as a security control.
Section: Best Practices for Integration Security - Recommends using this setting to enforce least privilege and protect the tenant from unauthorized UI access by integration accounts.

NEW QUESTION # 40
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