

# Workday-Pro-Integrations Practical Information | Exam

## Workday-Pro-Integrations Book



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### Workday Workday-Pro-Integrations Exam Syllabus Topics:

Topic	Details
Topic 1	<ul style="list-style-type: none"><li>• <b>Integrations:</b> 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.</li></ul>
Topic 2	<ul style="list-style-type: none"><li>• <b>Calculated Fields:</b> 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.</li></ul>
Topic 3	<ul style="list-style-type: none"><li>• <b>Enterprise Interface Builders:</b> 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.</li></ul>
Topic 4	<ul style="list-style-type: none"><li>• <b>Reporting:</b> This section of the exam measures the skills of Reporting Analysts and focuses on building, modifying, and managing Workday reports that support integrations. It includes working with report writer tools, custom report types, calculated fields within reports, and optimizing report performance to support automated data exchange.</li></ul>

## Workday - Workday-Pro-Integrations High Hit-Rate Practical Information

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### Workday Pro Integrations Certification Exam Sample Questions (Q20-Q25):

#### NEW QUESTION # 20

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.

While testing, the output contains no records, and the Messages tab shows exception logs stating you don't have access to the Exempt field. You note this is the same field being used for Population Eligibility in the integration.

What must you configure to resolve this security issue?

- A. Assign the ISSG to a row with View access in the domain security policy securing the Web Service.
- B. Assign the ISSG to a row with Modify access in the domain security policy securing the Population Eligibility field.
- C. Assign the ISSG to a row with Modify access in the domain security policy securing the Web Service.
- **D. Assign the ISSG to a row with View access in the domain security policy securing the Population Eligibility field.**

#### Answer: D

Explanation:

The Exempt field is being used in Population Eligibility, and eligibility fields must be readable by the ISSG.

If the domain security policy for a field denies View access, Workday cannot evaluate the eligibility and returns no data.

From Workday security governance:

"For integrations using Population Eligibility, the ISSG must have View permission on all fields referenced in eligibility rules." If View is missing, the eligibility rule cannot execute # No workers are considered eligible # Output contains zero records # Error logged for denied field access.

Therefore, the solution is:

\* Grant the ISSG View access to the domain that secures the Population Eligibility field Modify access (A/C) is not needed - eligibility only needs read-access.

References:Workday Pro: Integrations - Population Eligibility Security

RequirementsAdmin#Guide#Authentication#and#Security.pdf - View permission required to access report /integration data fields

#### NEW QUESTION # 21

What is the purpose of the <xsl:template> element?

- A. Generate an output file name.
- **B. Provide rules to apply to a specified node.**
- C. Determine the output file type.
- D. Grant access to the XSLT language.

#### Answer: B

Explanation:

The <xsl:template> element is a fundamental component of XSLT (Extensible Stylesheet Language Transformations), which is widely used in Workday integrations, particularly within document transformation systems such as those configured via the Enterprise Interface Builder (EIB) or Document Transformation Connectors. Its primary purpose is to define rules or instructions that dictate how specific nodes in an XML source document should be processed and transformed into the desired output format.

Here's a detailed explanation of why this is the correct answer:

In XSLT, the <xsl:template> element is used to create reusable transformation rules. It typically includes a match attribute, which

specifies the XML node or pattern (e.g., an element, attribute, or root node) to which the template applies. For example, `<xsl:template match="Employee">` would target all `<Employee>` elements in the source XML.

Inside the `<xsl:template>` element, you define the logic—such as extracting data, restructuring it, or applying conditions—that determines how the matched node is transformed into the output. This makes it a core mechanism for controlling the transformation process in Workday integrations.

In the context of Workday, where XSLT is often used to reformat XML data into formats like CSV, JSON, or custom XML for external systems, `<xsl:template>` provides the structure for specifying how data from Workday's XML output (e.g., payroll or HR data) is mapped and transformed.

Let's evaluate why the other options are incorrect:

A . Determine the output file type: The `<xsl:template>` element does not control the output file type (e.g., XML, text, HTML). This is determined by the `<xsl:output>` element in the XSLT stylesheet, which defines the format of the resulting file independently of individual templates.

B . Grant access to the XSLT language: This option is nonsensical in the context of XSLT. The `<xsl:template>` element is part of the XSLT language itself and does not "grant access" to it; rather, it is a functional building block used within an XSLT stylesheet.

D . Generate an output file name: The `<xsl:template>` element has no role in naming the output file. In Workday, the output file name is typically configured within the integration system settings (e.g., via the EIB or connector configuration) and is not influenced by the XSLT transformation logic.

An example of `<xsl:template>` in action might look like this in a Workday transformation:

```
<xsl:template match="wd:Worker">
<Employee>
<Name><xsl:value-of select="wd:Worker_Name"/></Name>
</Employee>
</xsl:template>
```

Here, the template matches the Worker node in Workday's XML schema and transforms it into a simpler `<Employee>` structure with a Name element, demonstrating its role in providing rules for node transformation.

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Workday Pro Integrations Study Guide: "Configure Integration System - TRANSFORMATION" section, which explains XSLT usage in Workday and highlights `<xsl:template>` as the mechanism for defining transformation rules.

Workday Documentation: "XSLT Transformations in Workday" under the Document Transformation Connector, noting `<xsl:template>` as critical for node-specific processing.

W3C XSLT 1.0 Specification (adopted by Workday): Section 5.3, "Defining Template Rules," which confirms that `<xsl:template>` provides rules for applying transformations to specified nodes.

Workday Community: Examples of XSLT in integration scenarios, consistently using `<xsl:template>` for transformation logic.

## NEW QUESTION # 22

You have successfully configured an ISU and an ISSG with the correct security policies and have assigned them to an EIB. What task do you need to run before you can launch the EIB?

- A. View Security for Securable Item
- B. Assign the ISSG to only one security policy
- C. Maintain Integration Security Policies
- **D. Activate Pending Security Policy Changes**

**Answer: D**

Explanation:

In Workday, after configuring an Integration System User (ISU) and an Integration System Security Group (ISSG) with the appropriate security policies and assigning them to an Enterprise Interface Builder (EIB) integration, there is a critical step required before the EIB can be launched successfully. This step ensures that all security configurations and permissions assigned to the ISSG take effect in the Workday tenant. Let's analyze the question and evaluate each option systematically to determine the correct task, ensuring the answer aligns with Workday's documented processes and the Workday Pro Integrations Study Guide.

Context of the Scenario

You've completed the following:

Created an ISU and configured it (e.g., with "Do Not Allow UI Sessions" checked for web service-only access).

Set up an ISSG and assigned the ISU to it.

Defined the necessary security policies (e.g., domain security policies with "Get" and/or "Put" access) for the ISSG to support the EIB's operations.

Assigned the ISU and ISSG to the EIB integration system.

The question now is what must be done before launching the EIB to ensure it functions as intended. In Workday, changes to security policies—such as adding permissions to an ISSG—do not take effect immediately. They remain in a "pending" state until activated,

which is a key aspect of Workday's security administration process.

#### Evaluation of Options

**Option A: Activate Pending Security Policy Changes**In Workday, whenever you modify security policies (e.g., granting domain permissions like "Integration Build" or "Custom Report Creation" to an ISSG), these changes are staged as "pending." To apply them to the tenant and make them active, you must run the "Activate Pending Security Policy Changes" task. This task reviews all pending security updates, allows you to add a comment for audit purposes, and, upon confirmation, activates the changes. Without this step, the ISSG will not have the effective permissions required for the EIB to access data or execute its operations, potentially causing the launch to fail due to insufficient authorization. This aligns directly with the scenario, as security policies have been configured and assigned, but not yet activated.

**Option B: View Security for Securable Item**The "View Security for Securable Item" report is a diagnostic tool in Workday that allows you to inspect the security configuration for a specific object (e.g., a web service operation, report, or task). It shows which security groups have access and what permissions (e.g., "Get," "Put," "View," "Modify") are granted. While this is useful for verifying that the ISSG has the correct policies assigned, it is a passive report—it does not modify or activate anything. Running this task would not enable the EIB to launch, as it doesn't affect the pending security changes. Thus, it's not the required step before launching the EIB.

**Option C: Assign the ISSG to only one security policy**This option suggests limiting the ISSG to a single security policy, but this is neither a standard Workday requirement nor a task that exists as a standalone action. ISSGs can and often do have multiple security policies assigned (e.g., permissions for various domains like "Integration Build," "Custom Report Access," etc.), depending on the integration's needs. Moreover, the question states that the ISSG has already been configured with the "correct security policies" and assigned to the EIB, implying this step is complete. Restricting the ISSG to one policy after the fact would require editing permissions again, triggering more pending changes, and still necessitate activation—making this option illogical and incorrect.

**Option D: Maintain Integration Security Policies**There is no specific task in Workday called "Maintain Integration Security Policies." This option seems to be a misnomer or a conflation of other tasks, such as "Maintain Domain Permissions for Security Group" (used to assign permissions to an ISSG) or broader security maintenance activities. However, the question indicates that the security policies are already correctly configured and assigned. If this option intended to imply further configuration, it would still result in pending changes requiring activation via Option A. As a standalone action, it does not represent a valid or necessary task to enable the EIB launch.

#### Why Option A is Correct

The "Activate Pending Security Policy Changes" task is a mandatory step in Workday's security workflow after modifying security policies, such as those assigned to an ISSG for an EIB. Workday's security model uses a pending changes queue to ensure that updates are reviewed and deliberately applied, maintaining control and auditability. Without activating these changes:

The ISSG will lack the effective permissions needed for the EIB to access required domains or perform its operations (e.g., retrieving data from a custom report or delivering a file).

The EIB launch could fail with errors like "Insufficient Privileges" or "Access Denied." Running this task ensures that the security configuration is live, allowing the ISU (via the ISSG) to authenticate and execute the EIB successfully. This is a standard practice in Workday integration setup, as emphasized in the Workday Pro Integrations curriculum.

#### Practical Steps to Perform Option A

Log into the Workday tenant with a security administrator role.

Search for and select the "Activate Pending Security Policy Changes" task.

Review the list of pending changes (e.g., new permissions added to the ISSG).

Enter a comment (e.g., "Activating security for EIB launch - ISSG permissions").

Check the "Confirm" box and click "OK" to activate the changes.

Once completed, the security policies are live, and the EIB can be launched.

#### Verification with Workday Documentation

The Workday Pro Integrations Study Guide and related training materials confirm that activating pending security policy changes is a prerequisite after configuring security for integrations. This step ensures that all permissions are in effect, enabling the ISU and ISSG to support the EIB's functionality. Community resources and implementation guides also consistently highlight this task as the final step before launching integrations that rely on updated security settings.

#### Workday Pro Integrations Study Guide Reference

Section: Integration Security Configuration - Explains the process of assigning security policies to ISSGs and the need to activate changes to operationalize them.

Section: Enterprise Interface Builder (EIB) - Notes that security updates for EIBs must be activated before launching to ensure proper access.

Section: Security Administration - Details the "Activate Pending Security Policy Changes" task as the mechanism to apply pending security modifications across the tenant.

## NEW QUESTION # 23

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

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

**Answer: A**

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 # 24

Refer to the scenario. You are configuring a Core Connector: Worker integration with the Data Initialization Service (DIS) enabled that runs once daily. The integration must extract only active worker records with changes to compensation, home address, or business title since the last run 24 hours ago, using Workday's change detection to avoid full extracts.

During testing, an employee's home address is updated, but the integration does not detect the change in the output. The employee is eligible, the connector uses the correct integration field attributes, and the launch parameters are properly configured for a Full-Diff extract.

What configuration task must you modify from the integration system to ensure the expected change is included in the output?

- A. Maintain Integration Attributes
- B. Configure Integration Field Overrides
- C. Edit Subscriptions
- D. Configure Integration Transaction Log

**Answer: C**

Explanation:

This question pertains to a Core Connector: Worker integration configured with Data Initialization Service (DIS) enabled and scheduled to run once daily. The integration is set to extract only those worker records where changes have occurred in compensation, home address, or business title since the last execution - leveraging Workday's change detection to avoid full file extracts.

In testing, when a home address update occurs, the integration fails to capture this change in its output.

However, all other components - such as worker eligibility, integration field attributes, and Full-Diff parameters - are confirmed to be correctly configured.

The critical element missing here is the event subscription. In Workday, for a Core Connector to recognize changes via Full-Diff or delta mode, it must be properly subscribed to the specific change events that should trigger inclusion in the output. This is done using the Edit Subscriptions configuration.

From the Workday Pro: Integrations documentation:

"The Edit Subscriptions task defines the set of data changes (e.g., job changes, address changes, compensation updates) that the integration system listens for. If an event type is not included in the subscription, changes related to that event will not be picked up in either delta or Full-Diff mode, regardless of other configuration." In this scenario, although the integration is configured for Full-Diff, failure to include "Home Address Change" in the subscription list prevents the system from recognizing the update, thereby omitting it from the output file.

Incorrect Options Explained:

- \* A. Configure Integration Field OverridesThis option is used to override or map integration field values but has no impact on whether a change is detected or included in the output.
- \* B. Maintain Integration AttributesWhile this configuration manages connector behavior and filtering rules, it does not control the detection of specific event changes.
- \* D. Configure Integration Transaction LogThis is used for tracking and audit purposes but does not affect change detection or output inclusion.

## References:

Workday Pro: Integrations Curriculum - Core Connector: Worker

Workday Community Article: Configuring Core Connectors and Change Detection with Edit Subscriptions

GPC\_PECI\_DeploymentGuide\_CloudPay\_2.9.pdf - Section: Integration Configuration & Subscriptions

## NEW QUESTION # 25

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