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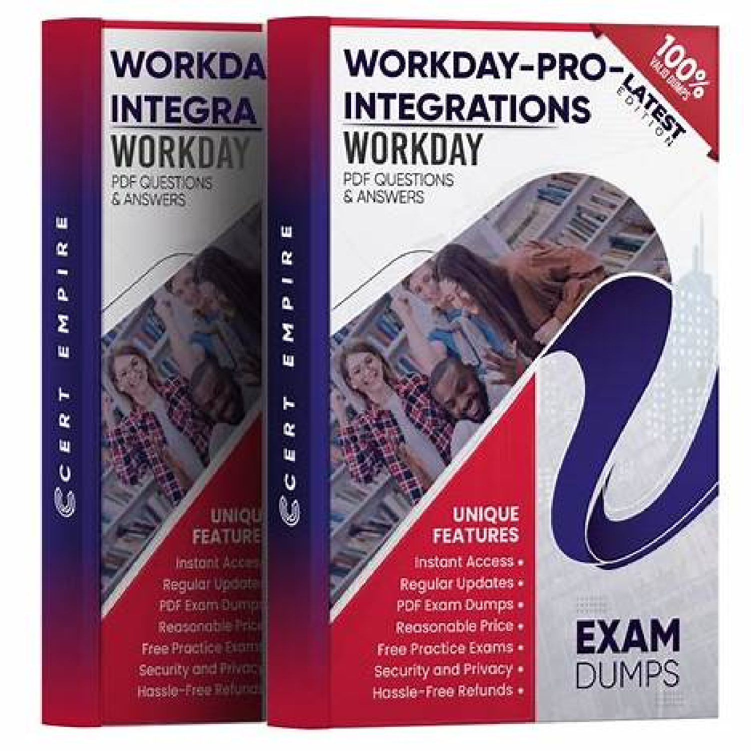

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Workday Workday-Pro-Integrations Exam Syllabus Topics:

Topic	Details
Topic 1	• 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	• Reporting: 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.
Topic 3	• 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	• 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 5	• 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 (Q53-Q58):

NEW QUESTION # 53
What is the limitation when assigning ISUs to integration systems?

- A. An ISU can be assigned to five integration systems.
- B. An ISU can be assigned to an unlimited number of integration systems.
- C. An ISU can only be assigned to an ISSG and not an integration system.
- D. An ISU can be assigned to only one integration system.

Answer: D

Explanation:
This question examines the limitations on assigning Integration System Users (ISUs) to integration systems in Workday Pro Integrations. Let's analyze the relationship and evaluate each option to determine the correct answer.
Understanding ISUs and Integration Systems in Workday
* Integration System User (ISU):An ISU is a specialized user account in Workday designed for integrations, functioning as a service account to authenticate and execute integration processes. ISUs are created using the "Create Integration System User" task and are typically configured with settings like disabling UI sessions and setting long session timeouts (e.g., 0 minutes) toprevent expiration during automated processes. ISUs are not human users but are instead programmatic accounts used for API calls, EIBs, Core Connectors, or other integration mechanisms.
* Integration Systems:In Workday, an "integration system" refers to the configuration or setup of an integration, such as an External Integration Business (EIB), Core Connector, or custom integration via web services. Integration systems are defined to handle data exchange between Workday and external systems, and they require authentication, often via an ISU, to execute tasks like data retrieval, transformation, or posting.
* Assigning ISUs to Integration Systems:ISUs are used to authenticate and authorize integration systems to interact with Workday. When configuring an integration system, you assign an ISU to provide the credentials needed for the integration to run. This assignment ensures that the integration can access Workday data and functionalities based on the security permissions granted to the ISU via its associated Integration System Security Group (ISSG).
* Limitation on Assignment:Workday's security model imposes restrictions to maintain control and auditability. Specifically, an ISU is designed to be tied to a single integration system to ensure clear accountability, prevent conflicts, and simplify security management. This limitation prevents an ISU from being reused across multiple unrelated integration systems, reducing the risk of unintended access or data leakage.
Evaluating Each Option
Let's assess each option based on Workday's integration and security practices:
Option A: An ISU can be assigned to five integration systems.
* Analysis:This is incorrect. Workday does not impose a specific numerical limit like "five" for ISU assignments to integration systems. Instead, the limitation is more restrictive: an ISU is typically assigned to only one integration system to ensure focused security and accountability. Allowing an ISU to serve multiple systems could lead to confusion, overlapping permissions, or security

risks, which Workday's design avoids.
* Why It Doesn't Fit:There's no documentation or standard practice in Workday Pro Integrations suggesting a limit of five integration systems per ISU. This option is arbitrary and inconsistent with Workday's security model.
Option B: An ISU can be assigned to an unlimited number of integration systems.
* Analysis:This is incorrect. Workday's security best practices do not allow an ISU to be assigned to an unlimited number of integration systems. Allowing this would create security vulnerabilities, as an ISU' s permissions (via its ISSG) could be applied across multiple unrelated systems, potentially leading to unauthorized access or data conflicts. Workday enforces a one-to-one or tightly controlled relationship to maintain auditability and security.
* Why It Doesn't Fit:The principle of least privilege and clear accountability in Workday integrations requires limiting an ISU's scope, not allowing unlimited assignments.
Option C: An ISU can be assigned to only one integration system.
* Analysis:This is correct. In Workday, an ISU is typically assigned to a single integration system to ensure that its credentials and permissions are tightly scoped. This aligns with Workday's security model, where ISUs are created for specific integration purposes (e.g., an EIB, Core Connector, or web service integration). When configuring an integration system, you specify the ISU in the integration setup (e.g., under "Integration System Attributes" or "Authentication" settings), and it is not reused across multiple systems to prevent conflicts or unintended access. This limitation ensures traceability and security, as the ISU's actions can be audited within the context of that single integration.
* Why It Fits:Workday documentation and best practices, including training materials and community forums, emphasize that ISUs are dedicated to specific integrations. For example, when creating an EIB or Core Connector, you assign an ISU, and it is not shared across other integrations unless explicitly reconfigured, which is rare and discouraged for security reasons.
Option D: An ISU can only be assigned to an ISSG and not an integration system.
* Analysis:This is incorrect. While ISUs are indeed assigned to ISSGs to inherit security permissions (as established in Question 26), they are also assigned to integration systems toprovide authentication and authorization for executing integration tasks. The ISU's role includes both: it belongs to an ISSG for permissions and is linked to an integration system for execution. Saying it can only be assigned to an ISSG and not an integration system misrepresents Workday's design, as ISUs are explicitly configured in integration systems (e.g., EIB, Core Connector) to run processes.
* Why It Doesn't Fit:ISUs are integral to integration systems, providing credentials for API calls or data exchange. Excluding assignment to integration systems contradicts Workday's integration framework.
Final Verification
The correct answer is Option C, as Workday limits an ISU to a single integration system to ensure security, accountability, and clarity in integration operations. This aligns with the principle of least privilege, where ISUs are scoped narrowly to avoid overexposure. For example, when setting up a Core Connector: Job Postings (as in Question 25), you assign an ISU specifically for that integration, not multiple ones, unless reconfiguring for a different purpose, which is atypical.
Supporting Documentation
The reasoning is based on Workday Pro Integrations security practices, including:
* Workday Community documentation on creating and managing ISUs and integration systems.
* Tutorials on configuring EIBs, Core Connectors, and web services, which show assigning ISUs to specific integrations (e.g.,Workday Advanced Studio Tutorial).
* Integration security overviews from implementation partners (e.g., NetIQ, Microsoft Learn, Reco.ai) emphasizing one ISU per integration for security.
* Community discussions on Reddit and Workday forums reinforcing that ISUs are tied to single integrations for auditability (r/workday on Reddit).

NEW QUESTION # 54
What is the relationship between the Integration System User (ISU), Integration System Security Group (ISSG), and domain security policies?

- A. Assign the ISSG to the ISU, and then assign the ISU to domain security policies.
- B. Assign the ISU to the ISSG, and then assign the ISSG to domain security policies.
- C. Assign domain security policies to the ISU, and then assign the ISU to the ISSG.
- D. Assign domain security policies to the ISSG, and then assign the ISSG to the ISU.

Answer: B

Explanation:
This question is about the correct order of Workday security assignment for integrations. Workday clearly specifies the security structure:
"You assign the ISU to the Integration System Security Group (ISSG).
Then you assign the ISSG to the domain security policies."
This is because domain security policies apply to security groups, not directly to ISUs.

Correct Relationship Order:
Create ISU
Create/assign ISU to ISSG
Assign ISSG to the domain security policies (Get/Put/View)
That aligns exactly to option C.

NEW QUESTION # 55
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. Transaction log subscription
- B. Integration Population Eligibility
- C. Date launch parameters
- D. Integration Field Attributes

Answer: A

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, theTransaction Log subscriptionmust 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, makingA. Transaction log subscriptionthe 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 # 56
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 "Terminated" AND Termination Date is greater than a value retrieved from a prompt.
- B. Worker Status is equal to the value retrieved from a prompt AND Termination Date is less 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" OR Termination Date is greater than a value retrieved from a prompt

Answer: A

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.
Reference 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 # 57
Which three features must all XSLT files contain to be considered valid?

- A. A header, a footer, and a namespace
- B. A template, a prefix, and a header
- 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 containa root element,a namespace, andat 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 whenan XSLT file is uploaded, rejecting files that lack a root element, namespace, or functional templates.
Workday Pro Integrations Study Guide References:
* 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 # 58
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