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トピック	出題範囲
トピック 1	• Cloud Connect：このセクションでは、Workday導入コンサルタントのスキルを評価し、サードパーティとの統合におけるWorkday Cloud Connectソリューションの活用に焦点を当てます。構築済みのコネクタ、構成設定、そしてセキュリティとデータの整合性を確保しながらWorkdayと外部システム間のデータフローを管理する方法の理解が問われます。
トピック 2	• エンタープライズインターフェースビルダー：このセクションでは、統合開発者のスキルを評価し、Workdayのエンタープライズインターフェースビルダー（EIB）を使用してインバウンドおよびアウトバウンド統合を設計、展開、保守するスキルを網羅します。テンプレートの作成、変換ルールの設定、統合のスケジュール設定、EIBワークフローの効率的なトラブルシューティングを行う受験者の能力を評価します。

トピック 3	• 統合：このセクションでは、統合スペシャリストのスキルを評価し、Workdayにおけるあらゆる統合手法を網羅します。コアとなる統合アーキテクチャ、API、Workday Studio、統合システムのユーザー設定に関する理解も問われます。スケーラブルで保守性に優れ、安全な統合を構築し、シームレスなシステム相互運用性を確保することに重点が置かれます。
トピック 4	• 計算フィールド：このセクションでは、Workday 統合アナリストのスキルを評価します。Workday 統合におけるデータの変換、操作、フォーマットに使用される計算フィールドの作成、設定、管理について学習します。統合ワークフロー内で動的なデータカスタマイズを可能にするフィールドタイプ、依存関係、論理演算に関する理解度を評価します。

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Workday Pro Integrations Certification Exam 認定 Workday-Pro-Integrations 試験問題 (Q50-Q55):

質問 # 50
A vendor needs an EIB that uses a custom report to output a list of new hires and the date they are eligible for benefits. You have been asked to create a calculated field that adds each worker's hire date + 85 days and displays the result in YYYY-MM-DD format.
Which calculated field functions do you need to accomplish this?

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

正解：D

解説：
You are asked to create a calculated field that:
* Takes the Hire Date
* Adds 85 days
* Formats it as YYYY-MM-DD
To accomplish this in Workday, you need the following calculated field functions:
* Numeric Constant # define 85
* Increment or Decrement Date # add 85 days to the Hire Date
* Format Date # convert the resulting date to YYYY-MM-DD
Why other options are incorrect:
* A. Date Constant would define a fixed date, not a dynamic calculation.
* B. Date Difference is for subtraction between two dates.
* C. Date Constant is still incorrect for offsetting a variable date.
Reference:Workday Calculated Fields Training - Increment or Decrement Date, Format Date FunctionsWorkday Pro: HCM Calculated Fields - Best Practices for Date Arithmetic

質問 # 51

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

正解： A

解説：
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 ChangesIn 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 ItemThe "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 policyThis 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 PoliciesThere 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.

質問 # 52
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.

正解： B

解説：
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 Overridesallow 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 theIntegration Field Overridessection.
* 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.
References 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.

質問 # 53
What XSL component is required to execute valid transformation instructions in the XSLT code?

- A. xsl:template
- B. xsl:call-template
- C. xsl:output
- D. xsl:apply-template

正解： A

解説：
The <xsl:template> is the core component in XSLT. It defines the transformation rules that will be applied to nodes in the XML document.
"Without at least one <xsl:template> element, an XSLT file cannot perform any transformation. This is the execution block where processing logic begins." Why the others are incorrect:
* B. <xsl:apply-templates> applies templates but is not valid without the actual template definitions.
* C. <xsl:call-template> calls named templates - which must first exist.
* D. <xsl:output> defines format but does not perform transformation logic.
Reference:W3C XSLT Specification - Section: xsl:template Required for ExecutionWorkday XSLT Examples - "Template-Based Transformations in Workday"

質問 # 54
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: Worker, RBO: Dependent
- B. PBO: Worker; no RBOs
- C. PBO: Dependent, RBO: Worker
- D. PBO: Dependent, no RBOs

正解： A

解説：
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.

質問 # 55
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今のインタネット時代に当たり、IT人材としてWorkdayのWorkday-Pro-Integrations資格証明書を取得できないと、大変なことではないなのか？ここで、我が社Tech4Examは一連のWorkday-Pro-Integrations問題集を提供します。あなたはWorkday-Pro-Integrations問題集を購入するかどうかと確認したい、Tech4ExamのWorkday-Pro-Integrationsデーモ版を使用して購入するかと判断します。

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