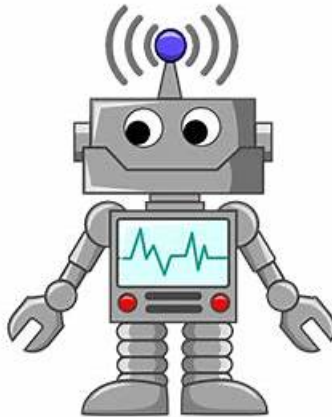


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Workday Pro Integrations Certification Exam Sample Questions (Q27-Q32):

NEW QUESTION # 27

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 contain a root element, a namespace, and at 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 when an 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 # 28

Refer to the following XML to answer the question below.

```
1. <wd:Get_Job_Profiles_Response xmlns:wd="urn:com.workday/bavc" wd:version="v43.0">
2.   <wd:Response_Data>
3.     <wd:Job_Profile>
4.       <wd:Job_Profile_Reference>
5.         <wd:ID wd:type="WID">174c31eca2f24ed9b6174ca7d2aeb88c</wd:ID>
6.         <wd:ID wd:type="Job_Profile_ID">Senior_Benefits_Analyst</wd:ID>
7.       </wd:Job_Profile_Reference>
8.       <wd:Job_Profile_Data>
9.         <wd:Job_Code>Senior Benefits Analyst</wd:Job_Code>
10.        <wd:Effective_Date>2024-05-15</wd:Effective_Date>
11.        <wd:Education_Qualification_Replacement_Data>
12.          <wd:Degree_Reference>
13.            <wd:ID wd:type="WID">61f93c9b1d094d44a73166ad39caebee</wd:ID>
14.            <wd:ID wd:type="Degree_ID">MBA</wd:ID>
15.          </wd:Degree_Reference>
16.          <wd:Field_Of_Study_Reference>
17.            <wd:ID wd:type="WID">62e42dfd4b8c49b5842114f67369a96f</wd:ID>
18.            <wd:ID wd:type="Field_Of_Study_ID">Economics</wd:ID>
19.          </wd:Field_Of_Study_Reference>
20.          <wd:Required>0</wd:Required>
21.        </wd:Education_Qualification_Replacement_Data>
22.      </wd:Education_Qualification_Replacement_Data>
23.      <wd:Degree_Reference>
24.        <wd:ID wd:type="WID">8db9b9e5f53c4cbd7f7a984c6afde28</wd:ID>
25.        <wd:ID wd:type="Degree_ID">B_S</wd:ID>
26.      </wd:Degree_Reference>
27.      <wd:Required>1</wd:Required>
28.    </wd:Education_Qualification_Replacement_Data>
29.  </wd:Job_Profile_Data>
30. </wd:Job_Profile>
31. </wd:Response_Data>
32. </wd:Get_Job_Profiles_Response>
```

You are an integration developer and need to write XSLT to transform the output of an EIB which is making a request to the Get Job Profiles web service operation. The root template of your XSLT matches on the <wd: Get_Job_Profiles_Response> element. This root template then applies a template against <wd:Job_Profile>.

What XPath syntax would be used to select the value of the wd:Job_Code element when the <xsl:value-of> element is placed within

the template which matches on <wd:Job_Profile>?

- A. wd:Job_Profile_Data[@wd:Job_Code]
- B. wd:Job_Profile/wd:Job_Profile_Data/wd:Job_Code
- C. wd:Job_Profile_Data/wd:Job_Code
- D. wd:Job_Profile_Reference/wd:ID[@wd:type='Job_Profile_ID']

Answer: C

Explanation:

As an integration developer working with Workday, you are tasked with transforming the output of an Enterprise Interface Builder (EIB) that calls the Get_Job_Profiles web service operation. The provided XML shows the response from this operation, and you need to write XSLT to select the value of the <wd:Job_Code>

element. The root template of your XSLT matches on <wd:Get_Job_Profiles_Response> and applies a template to <wd:Job_Profile>. Within this template, you use the <xsl:value-of> element to extract the <wd:Job_Code> value. Let's analyze the XML structure, the requirement, and each option to determine the correct XPath syntax.

Understanding the XML and Requirement

The XML snippet provided is a SOAP response from the Get_Job_Profiles web service operation in Workday, using the namespace xmlns:wd="urn:com.workday/bsvc" and version wd:version="v43.0". Key elements relevant to the question include:

- * The root element is <wd:Get_Job_Profiles_Response>.
- * It contains <wd:Response_Data>, which includes <wd:Job_Profile> elements.
- * Within <wd:Job_Profile>, there are:
 - * <wd:Job_Profile_Reference>, which contains <wd:ID> elements (e.g., a Job_Profile_ID).
 - * <wd:Job_Profile_Data>, which contains <wd:Job_Code> with the value

Senior_Benefits_Analyst.

The task is to select the value of <wd:Job_Code> (e.g., "Senior_Benefits_Analyst") using XPath within an XSLT template that matches <wd:Job_Profile>. The <xsl:value-of> element outputs the value of the selected node, so you need the correct XPath path from the <wd:Job_Profile> context to <wd:Job_Code>.

Analysis of Options

Let's evaluate each option based on the XML structure and XPath syntax rules:

- * Option A: wd:Job_Profile/wd:Job_Profile_Data/wd:Job_Code

- * This XPath starts from wd:Job_Profile and navigates to wd:Job_Profile_Data/wd:Job_Code.

However, in the XML, <wd:Job_Profile> is the parent element, and <wd:Job_Profile_Data> is a direct child containing <wd:Job_Code>. The path wd:Job_Profile/wd:Job_Profile_Data/wd:

Job_Code is technically correct in terms of structure, as it follows the hierarchy:

- * <wd:Job_Profile> # <wd:Job_Profile_Data> # <wd:Job_Code>.

- * However, since the template matches <wd:Job_Profile>, the context node is already <wd:

Job_Profile>. You don't need to include wd:Job_Profile/ at the beginning of the XPath unless navigating from a higher level. Starting directly with wd:Job_Profile_Data/wd:Job_Code (Option C) is more concise and appropriate for the context. This option is technically valid but redundant and less efficient, making it less preferred compared to Option C.

- * Option B: wd:Job_Profile_Data[@wd:Job_Code]

- * This XPath uses an attribute selector ([@wd:Job_Code]) to filter <wd:Job_Profile_Data> based on an attribute named wd:Job_Code. However, examining the XML, <wd:Job_Profile_Data> does not have a wd:Job_Code attribute—it has a child element <wd:Job_Code> with the value

"Senior_Benefits_Analyst." The [@attribute] syntax is used for attributes, not child elements, so this XPath is incorrect. It would not select the <wd:Job_Code> value and would likely return no results or an error. This option is invalid.

- * Option C: wd:Job_Profile_Data/wd:Job_Code

- * This XPath starts from wd:Job_Profile_Data (a direct child of <wd:Job_Profile>) and navigates to wd:Job_Code. Since the template matches <wd:Job_Profile>, the contextnode is <wd:

Job_Profile>, and wd:Job_Profile_Data/wd:Job_Code correctly points to the <wd:Job_Code> element within <wd:Job_Profile_Data>. This path is:

- * Concise and appropriate for the context.

- * Directly selects the value "Senior_Benefits_Analyst" when used with <xsl:value-of>.

- * Matches the XML structure, as <wd:Job_Profile_Data> contains <wd:Job_Code> as a child.

- * This is the most straightforward and correct option for selecting the <wd:Job_Code> value within the <wd:Job_Profile> template.

- * Option D: wd:Job_Profile_Reference/wd:ID[@wd:type='Job_Profile_ID']

- * This XPath navigates to <wd:Job_Profile_Reference> (a child of <wd:Job_Profile>) and then to <wd:ID> with an attribute wd:type="Job_Profile_ID". In the XML, <wd:Job_Profile_Reference> contains:

- * <wd:ID wd:type="WID">1740d3eca2f2ed9b6174ca7d2ae88c8c</wd:ID>

- * <wd:ID wd:type="Job_Profile_ID">Senior_Benefits_Analyst</wd:ID>

- * The XPath wd:Job_Profile_Reference/wd:ID[@wd:type='Job_Profile_ID'] selects the <wd:ID> element with wd:type="Job_Profile_ID", which has the value "Senior_Benefits_Analyst." However, this is not the <wd:Job_Code> value—the <wd:Job_Code> is a separate element under

<wd:Job_Profile_Data>, not <wd:Job_Profile_Reference>. The question specifically asks for the <wd:Job_Code> value, so this option is incorrect, as it selects a different piece of data (the job profile ID, not the job code).

Why Option C is Correct

Option C, wd:Job_Profile_Data/wd:Job_Code, is the correct XPath syntax because:

- * It starts from the context node <wd:Job_Profile> (as the template matches this element) and navigates to

<wd:Job_Profile_Data/wd:Job_Code>, which directly selects the <wd:Job_Code> element's value ("Senior_Benefits_Analyst").

* It is concise and aligns with standard XPath navigation in XSLT, avoiding unnecessary redundancy (unlike Option A) or incorrect attribute selectors (unlike Option B).

* It matches the XML structure, where <wd:Job_Profile_Data> is a child of <wd:Job_Profile> and contains <wd:Job_Code> as a child.

* When used with <xsl:value-of select="wd:Job_Profile_Data/wd:Job_Code"/> in the template, it outputs the job code value, fulfilling the requirement.

Practical Example in XSLT

Here's how this might look in your XSLT:

xml

WrapCopy

```
<xsl:template match="wd:Job_Profile">
```

```
<xsl:value-of select="wd:Job_Profile_Data/wd:Job_Code"/>
```

```
</xsl:template>
```

This would output "Senior_Benefits_Analyst" for the <wd:Job_Code> element in the XML.

Verification with Workday Documentation

The Workday Pro Integrations Study Guide and SOAP API Reference (available via Workday Community) detail the structure of the Get_Job_Profiles response and how to use XPath in XSLT for transformations. The XML structure shows

<wd:Job_Profile_Data> as the container for job profile details, including <wd:

Job_Code>. The guide emphasizes using relative XPath paths within templates to navigate from the matched element (e.g.,

<wd:Job_Profile>) to child elements like <wd:Job_Profile_Data/wd:Job_Code>.

Workday Pro Integrations Study Guide References

* Section: XSLT Transformations in EIBs- Describes using XSLT to transform web service responses, including selecting elements with XPath.

* Section: Workday Web Services- Details the Get_Job_Profiles operation and its XML output structure, including <wd:Job_Profile_Data> and <wd:Job_Code>.

* Section: XPath Syntax- Explains how to navigate XML hierarchies in Workday XSLT, using relative paths like wd:Job_Profile_Data/wd:Job_Code from a <wd:Job_Profile> context.

* Workday Community SOAP API Reference - Provides examples of XPath navigation for Workday web service responses.

Option C is the verified answer, as it correctly selects the <wd:Job_Code> value using the appropriate XPath syntax within the <wd:Job_Profile> template context.

NEW QUESTION # 29

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

Answer: B

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 # 30

A calculated field used as a field override in a Connector is not appearing in the output. Assuming the field has a value, what could cause this to occur?

- A. Access not provided to calculated field data source.
- **B. Access not provided to all fields in the calculated field.**
- C. Access not provided to Connector calculated field web service.
- D. Access not provided to all instances of calculated field.

Answer: B

Explanation:

This question addresses a troubleshooting scenario in Workday Pro Integrations, where a calculated field used as a field override in a Connector does not appear in the output, despite having a value. Let's analyze the potential causes and evaluate each option.

Understanding Calculated Fields and Connectors in Workday

* Calculated Fields: In Workday, calculated fields are custom fields created using Workday's expression language to derive values based on other fields, conditions, or functions. They are often used in reports, integrations, and business processes to transform or aggregate data. Calculated fields can reference other fields (data sources) and require appropriate security permissions to access those underlying fields.

* Field Override in Connectors: In a Core Connector or other integration system, a field override allows you to replace or supplement a default field with a custom value, such as a calculated field. This is configured in the integration's mapping or transformation steps, ensuring the output includes the desired data. However, for the calculated field to appear in the output, it must be accessible, have a valid value, and be properly configured in the integration.

* Issue: Calculated Field Not Appearing in Output: If the calculated field has a value but doesn't appear in the Connector's output, the issue likely relates to security, configuration, or access restrictions. The question assumes the field has a value, so we focus on permissions or setup errors rather than data issues.

Evaluating Each Option

Let's assess each option based on Workday's integration and security model:

Option A: Access not provided to calculated field data source.

* Analysis: This is partially related but incorrect as the primary cause. Calculated fields often rely on underlying data sources (e.g., worker data, organization data) to compute their values. If access to the data source is restricted, the calculated field might not compute correctly or appear in the output.

However, the question specifies the field has a value, implying the data source is accessible. The more specific issue is likely access to the individual fields within the calculated field's expression, not just the broader data source.

* Why It Doesn't Fit: While data source access is important, it's too general here. The calculated field's value exists, suggesting the data source is accessible, but the problem lies in finer-grained permissions for the fields used in the calculation.

Option B: Access not provided to all fields in the calculated field.

* Analysis: This is correct. Calculated fields in Workday are expressions that reference one or more fields (e.g., Worker_ID + Position_Title). For the calculated field to be used in a Connector's output, the ISU (via its ISSG) must have access to all fields referenced in the calculation. If any field lacks "Get" or "View" permission in the relevant domain (e.g., Worker Data), the calculated field won't appear in the output, even if it has a value. This is a common security issue in integrations, as ISSGs must be configured with domain access for every field involved.

* **Why It Fits:** Workday's security model requires granular permissions. For example, if a calculated field combines Worker_Name and Hire_Date, the ISU needs access to both fields' domains. If Hire_Date is restricted, the calculated field fails to output, even with a value. This aligns with the scenario and is a frequent troubleshooting point in Workday Pro Integrations.

Option C: Access not provided to Connector calculated field web service.

* **Analysis:** This is incorrect. There isn't a specific "Connector calculated field web service" in Workday.

Calculated fields are part of the integration's configuration, not a separate web service. The web service operation used by the Connector (e.g., Get_Workers) must have permissions, but this relates to the overall integration, not the calculated field specifically. The issue here is field-level access, not a web service restriction.

* **Why It Doesn't Fit:** This option misinterprets Workday's architecture. Calculated fields are configured within the integration, not as standalone web services, making this irrelevant to the problem.

Option D: Access not provided to all instances of calculated field.

* **Analysis:** This is incorrect. The concept of "instances" typically applies to data records (e.g., all worker records), not calculated fields themselves. Calculated fields are expressions, not data instances, so there's no need for "instance-level" access. The issue is about field-level permissions within the calculated field's expression, not instances of the field. This option misunderstands Workday's security model for calculated fields.

* **Why It Doesn't Fit:** Calculated fields don't have "instances" requiring separate access; they depend on the fields they reference, making this option inaccurate.

Final Verification

The correct answer is Option B, as the calculated field's absence in the output is likely due to the ISU lacking access to all fields referenced in the calculated field's expression. For example, if the calculated field in a Core Connector: Worker Data combines Worker_ID and Department_Name, the ISSG must have "Get" access to both the Worker Data and Organization Data domains. If Department_Name is restricted, the calculated field won't output, even with a value. This is a common security configuration issue in Workday integrations, addressed by reviewing and adjusting ISSG domain permissions.

This aligns with Workday's security model, where granular permissions are required for all data elements, as seen in Questions 26 and 28. The assumption that the field has a value rules out data or configuration errors, focusing on security as the cause.

Supporting Documentation

The reasoning is based on:

* Workday Community documentation on calculated fields, security domains, and integration mappings.

* Tutorials on configuring Connectors and troubleshooting, such as Workday Advanced Studio Tutorial, highlighting field access issues.

* Integration security guides from partners (e.g., NetIQ, Microsoft Learn, Reco.ai) detailing ISSG permissions for fields in calculated expressions.

* Community discussions on Reddit and Workday forums on calculated field troubleshooting (r/workday on Reddit).

NEW QUESTION # 31

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

Answer: C

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).

References 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 # 32

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