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## Workday Pro Integrations Certification Exam Guide

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

### NEW QUESTION # 35

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 Jeff Gordon who is not assigned to the manager role. You perform an Edit Position on Jeff Gordon and update their business title to a new value. Jeff Gordon's worker history shows the Edit Position Event as being successfully completed with an effective date of 05/24/2024 and an Entry Moment of 05/24/2024 07:58:53 AM however Jeff Gordon does not show up in your output.

What configuration element would have to be modified for the integration to include Jeff Gordon in the output?

- A. Transaction log subscription
- B. Integration Field Attributes
- C. Date launch parameters
- **D. Integration Population Eligibility**

**Answer: D**

Explanation:

The scenario describes a Core Connector: Worker integration with specific configurations, and a test case where Jeff Gordon's data doesn't appear in the output despite an Edit Position event. Let's analyze why Jeff Gordon is excluded and what needs to change:

- \* Current Configuration:
  - \* Integration Field Attributes: Outputs Position Title and Business Title from Position Data.
  - \* Integration Population Eligibility: Filters workers where "Is Manager" = True (only managers).
  - \* Transaction Log Service: Subscribes to "Position Edit Event" transactions.
- \* Launch Parameters:
  - \* 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
- \* Test Case:
  - \* Worker: Jeff Gordon (not a manager).
  - \* Action: Edit Position, updating Business Title.
  - \* Event Details: Effective Date 05/24/2024, Entry Moment 05/24/2024 07:58:53 AM.
  - \* Result: Jeff Gordon does not appear in the output.
- \* Analysis:
  - \* Date Parameters: The integration captures changes between the Last Successful As of Entry Moment (05/23/2024 12:00:00 AM) and the current As of Entry Moment (05/25/2024 12:00:00 AM). Jeff's Edit Position event (Entry Moment 05/24/2024 07:58:53 AM) falls within this range, and its Effective Date (05/24/2024) is before the integration's Effective Date (05/25/2024), making it eligible from a date perspective.
  - \* Transaction Log: Subscribed to "Position Edit Event," which matches Jeff's action (Edit Position), so the event type is correctly captured.
  - \* Field Attributes: Outputs Position Title and Business Title, and Jeff's update to Business Title aligns with these fields.
  - \* Population Eligibility: Filters for "Is Manager" = True. Jeff Gordon is explicitly noted as "not assigned to the manager role," meaning "Is Manager" = False for him. This filter excludes Jeff from the population, regardless of the event or date eligibility.
  - \* Why Jeff is Excluded: The Integration Population Eligibility restriction ("Is Manager" = True) prevents Jeff Gordon from being included, as he isn't a manager. This filter applies to the entire worker population before events or fields are considered, overriding other conditions.

\* Option Analysis:

\* A. Transaction Log Subscription: Incorrect. The subscription already includes "Position Edit Event," which matches Jeff's action. Modifying this wouldn't address the population filter.

\* B. Integration Population Eligibility: Correct. Changing this to include non-managers (e.g., removing the "Is Manager" = True filter or adjusting it to include all employees) would allow Jeff Gordon to appear in the output.

\* C. Date Launch Parameters: Incorrect. Jeff's event (05/24/2024) falls within the date range, so the parameters are not the issue.

\* D. Integration Field Attributes: Incorrect. The attributes already include Business Title, which Jeff updated, so this configuration is irrelevant to his exclusion.

\* Modification Needed: Adjust the Integration Population Eligibility to either:

\* Remove the "Is Manager" = True filter to include all workers, or

\* Modify it to align with the scenario's intent (e.g., "Worker Type equals Employee") if managers were an unintended restriction.

\* Implementation:

\* Edit the Core Connector: Worker integration.

\* Use the related action Configure Integration Population Eligibility.

\* Remove or adjust the "Is Manager" = True condition.

\* Relaunch the integration and verify Jeff Gordon appears in the output.

References from Workday Pro Integrations Study Guide:

\* Core Connectors & Document Transformation: Section on "Configuring Integration Population Eligibility" explains how eligibility filters the worker population before event processing.

\* Integration System Fundamentals: Details how population scoping interacts with event subscriptions and launch parameters.

### NEW QUESTION # 36

Refer to the following XML to answer the question below.

```
1. <wd:Report_Data xmlns:wd="urn:com.workday.report/RPT" S
2.   <wd:Report_Entry>
3.     <wd:Position>Senior Workstation Engineer (Unfilled)-P-00033</wd:Position>
4.     <wd:Hiring_Restrictions/>
5.   </wd:Report_Entry>
6.   <wd:Report_Entry>
7.     <wd:Position>Senior Recruiter (Unfilled)-P-00575</wd:Position>
8.     <wd:Hiring_Restrictions>
9.       <wd:Job_Skills>Human Resources (HR)</wd:Job_Skills>
10.    </wd:Hiring_Restrictions>
11.  </wd:Report_Entry>
12.  <wd:Report_Entry>
13.    <wd:Position>Data Scientist (Unfilled)-P-00659</wd:Position>
14.    <wd:Hiring_Restrictions>
15.      <wd:Job_Skills>Critical Thinking, Exploratory Data Analysis (EDA), Data Analysis, Data
16.        Mining, Metrics Development, Structured Query Language (SQL), Python (Programming
17.        Language)</wd:Job_Skills>
18.    </wd:Hiring_Restrictions>
19.  </wd:Report_Entry>
20. </wd:Report_Data>
```

You are an integration developer and need to write XSLT to transform the output of an EIB which is using a web service enabled report to output position data along with hiring restrictions around skills. You currently have a template which matches on wd:Report Data/wd:Report .Entry for creating a record from each report entry.

Within the template which matches on wd:Report\_Entry you would like to conditionally process the wd:

Job\_Skills element by using a series of <xsl:if> elements so as to categorize the job skills data.

Assuming all jobs will have the wd:Job\_Skills element, what XSLT syntax would be used to output the text HR Skills if the value of wd:Job\_Skills contains the text HR and output NON-HR Skills if the value of wd:

Job\_Skills does not contain the text HR?

- A.

```

1. <job_skill>
2.   <xsl:value-of select="contains(wd:Hiring_Restrictions/wd:Job_Skills,'HR')">
3.     <xsl:text>HR Skills</xsl:text>
4.   <xsl:if/>
5.   <xsl:value-of select="not(contains(wd:Hiring_Restrictions/wd:Job_Skills,'HR'))">
6.     <xsl:text>NON-HR Skills</xsl:text>
7.   <xsl:if/>
8. </job_skill>

```

• B.

```

1. <job_skill>
2.   <xsl:if test="wd:Hiring_Restrictions/wd:Job_Skills='HR'">
3.     <xsl:text>HR Skills</xsl:text>
4.   </xsl:if>
5.   <xsl:if test="not(wd:Hiring_Restrictions/wd:Job_Skills='HR')">
6.     <xsl:text>NON-HR Skills</xsl:text>
7.   </xsl:if>
8. </job_skill>

```

• C.

```

1. <job_skill>
2.   <xsl:value-of select="wd:Hiring_Restrictions/wd:Job_Skills='HR'">
3.     <xsl:text>HR Skills</xsl:text>
4.   <xsl:if/>
5.   <xsl:value-of select="not(wd:Hiring_Restrictions/wd:Job_Skills='HR')">
6.     <xsl:text>NON-HR Skills</xsl:text>
7.   <xsl:if/>
8. </job_skill>

```

• D.

```

1. <job_skill>
2.   <xsl:if test="contains(wd:Hiring_Restrictions/wd:Job_Skills,'HR')">
3.     <xsl:text>HR Skills</xsl:text>
4.   </xsl:if>
5.   <xsl:if test="not(contains(wd:Hiring_Restrictions/wd:Job_Skills,'HR'))">
6.     <xsl:text>NON-HR Skills</xsl:text>
7.   </xsl:if>
8. </job_skill>

```

**Answer: D**

Explanation:

The task is to write XSLT within a template matching `wd:Report_Data/wd:Report_Entry` to categorize `wd:Job_Skills` data, outputting "HR Skills" if the value contains "HR" and "NON-HR Skills" if it does not, using a series of `<xsl:if>` elements. The correct syntax must use the `contains()` function to check for the substring "HR" within `wd:Job_Skills`, as the question implies partial matching (e.g., "HR Specialist" or "Senior HR"), not exact equality.

Let's analyze each option:

\* Option A:

xml

```

<job_skill>
<xsl:value-of select="wd:Hiring_Restrictions/wd:Job_Skills='HR'">
<xsl:text>HR Skills</xsl:text>
<xsl:if>
<xsl:value-of select="not(wd:Hiring_Restrictions/wd:Job_Skills='HR')">
<xsl:text>NON-HR Skills</xsl:text>
<xsl:if>
</job_skill>

```

\* Issues:

\* `<xsl:value-of>` is misused here. It outputs the result of the expression (e.g., "true" or "false" for a comparison), not the conditional

text. The `<xsl:text>` inside won't execute as intended.

- \* The `=` operator checks for exact equality (e.g., `wd:Job_Skills` must be exactly "HR"), not substring presence, which contradicts the requirement to check if "HR" is contained within the value.

- \* `<xsl:if>` is malformed (self-closing without a test attribute) and misplaced.

- \* Verdict: Incorrect syntax and logic.

- \* Option B:

xml

```
<job_skill>
  <xsl:value-of select="contains(wd:Hiring_Restrictions/wd:Job_Skills, 'HR')">
  <xsl:text>HR Skills</xsl:text>
</xsl:if>
  <xsl:value-of select="not(contains(wd:Hiring_Restrictions/wd:Job_Skills, 'HR'))">
  <xsl:text>NON-HR Skills</xsl:text>
</xsl:if>
</job_skill>
```

- \* Issues:

- \* Similar to A, `<xsl:value-of>` outputs the boolean result of `contains()` ("true" or "false"), not the conditional text "HR Skills" or "NON-HR Skills."

- \* The `<xsl:text>` elements are inside invalid `<xsl:if>` tags (self-closing, no test), rendering them ineffective.

- \* While `contains()` is correct for substring checking, the structure fails to meet the `<xsl:if>` requirement.

- \* Verdict: Incorrect structure despite using `contains()`.

- \* Option C:

xml

```
<job_skill>
  <xsl:if test="wd:Hiring_Restrictions/wd:Job_Skills='HR'">
  <xsl:text>HR Skills</xsl:text>
</xsl:if>
  <xsl:if test="not(wd:Hiring_Restrictions/wd:Job_Skills='HR')">
  <xsl:text>NON-HR Skills</xsl:text>
</xsl:if>
</job_skill>
```

- \* Analysis:

- \* Uses `<xsl:if>` correctly with test attributes, satisfying the "series of `<xsl:if>` elements" requirement.

- \* However, `wd:Job_Skills='HR'` tests for exact equality, not whether "HR" is contained within the value. For example, "HR Specialist" would fail this test, outputting "NON-HR Skills" incorrectly.

- \* Verdict: Semantically incorrect due to exact matching instead of substring checking.

- \* Option D:

xml

```
<job_skill>
  <xsl:if test="contains(wd:Hiring_Restrictions/wd:Job_Skills, 'HR')">
  <xsl:text>HR Skills</xsl:text>
</xsl:if>
  <xsl:if test="not(contains(wd:Hiring_Restrictions/wd:Job_Skills, 'HR'))">
  <xsl:text>NON-HR Skills</xsl:text>
</xsl:if>
</job_skill>
```

- \* Analysis:

- \* Correctly uses `<xsl:if>` with test attributes, aligning with the question's requirement.

- \* The `contains()` function properly checks if "HR" is a substring within `wd:Job_Skills` (e.g., "HR Manager" or "Senior HR" returns true).

- \* `not(contains())` ensures the opposite condition, covering all cases (mutually exclusive).

- \* `<xsl:text>` outputs the exact strings "HR Skills" or "NON-HR Skills" as required.

- \* Note: The closing tag `</xsl:if>` is a typo in the option (should be `</xsl:if>`), but in context, it's an obvious formatting error, not a substantive issue.

- \* Verdict: Correct logic and syntax, making D the best answer.

Correct Implementation in Context:

xml

```
<xsl:template match="wd:Report_Data/wd:Report_Entry">
  <job_skill>
  <xsl:if test="contains(wd:Hiring_Restrictions/wd:Job_Skills, 'HR')">
  <xsl:text>HR Skills</xsl:text>
```

```

</xsl:if>
<xsl:if test="not(contains(wd:Hiring_Restrictions/wd:Job_Skills, 'HR'))">
<xsl:text>NON-HR Skills</xsl:text>
</xsl:if>
</job_skill>
</xsl:template>

```

\* Example Input: <wd:Job\_Skills>Senior HR Analyst</wd:Job\_Skills> # Output: <job\_skill>HR Skills</job\_skill>

\* Example Input: <wd:Job\_Skills>IT Specialist</wd:Job\_Skills> # Output: <job\_skill>NON-HR Skills</job\_skill>

References:

\* Workday Pro Integrations Study Guide: "Configure Integration System - TRANSFORMATION" section, detailing <xsl:if> and contains() for conditional XSLT logic in Workday.

\* Workday Documentation: "XSLT Transformations in Workday" under EIB, confirming wd: namespace usage and string functions.

\* W3C XSLT 1.0 Specification: Section 9.1, "Conditional Processing with <xsl:if>," and Section 11.2, "String Functions" (contains()).

\* Workday Community: Examples of substring-based conditionals in XSLT for report transformations.

### NEW QUESTION # 37

An external system needs a file containing data for recent compensation changes. They would like to receive a file routinely at 5 PM eastern standard time, excluding weekends. The file should show compensation changes since the last integration run.

What is the recurrence type of the integration schedule?

- A. Recurs every 12 hours
- **B. Recurs every weekday**
- C. Recurs every 1 day(s)
- D. Dependent recurrence

**Answer: B**

Explanation:

Understanding the Requirement

The question involves scheduling an integration in Workday to deliver a file containing recent compensation changes to an external system. The key requirements are:

\* The file must be delivered routinely at 5 PM Eastern Standard Time (EST).

\* The recurrence should exclude weekends (i.e., run only on weekdays: Monday through Friday).

\* The file should include compensation changes since the last integration run, implying an incremental data pull, though this does not directly affect the recurrence type.

The task is to identify the correct recurrence type for the integration schedule from the given options:

A. Recurs every 12 hours  
 B. Recurs every weekday  
 C. Dependent recurrence  
 D. Recurs every 1 day(s)

Analysis of the Workflow and Recurrence Options In Workday, integrations are scheduled using the Integration Schedule functionality, typically within tools like Enterprise Interface Builder (EIB) or Workday Studio, though this scenario aligns closely with EIB for routine file-based integrations. The recurrence type determines how frequently and under what conditions the integration runs. Let's evaluate each option against the requirements:

Step-by-Step Breakdown

\* Time Specification (5 PM EST):

\* Workday allows scheduling integrations at a specific time of day (e.g., 5 PM EST). This is set in the schedule configuration and is independent of the recurrence type but confirms the need for a daily-based recurrence with a specific time slot.

\* Exclusion of Weekends:

\* The requirement explicitly states the integration should not run on weekends (Saturday and Sunday), meaning it should only execute on weekdays (Monday through Friday). This is a critical filter for choosing the recurrence type.

\* Incremental Data (Since Last Run):

\* The file must include compensation changes since the last integration run. In Workday, this is typically handled by configuring the integration (e.g., via a data source filter or "changed since" parameter in EIB), not the recurrence type. Thus, this requirement does not directly influence the recurrence type but confirms the integration runs periodically.

### NEW QUESTION # 38

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. The vendor receiving the file requires marital status values to be sent using a list of codes that they have provided instead of the text values that Workday uses internally and if a text value in Workday does not align with the vendors list of codes the integration should report "OTHER".

What configuration is required to output the list of codes required from by the vendor instead of Workday's values in this integration?

- A. Configure Integration Attributes with a blank Default
- B. Configure Integration Maps with a blank Default
- **C. Configure Integration Maps with "OTHER" as a Default**
- D. Configure Integration Attributes with "OTHER" as a Default

**Answer: C**

Explanation:

The scenario involves a Core Connector: Worker integration using the Data Initialization Service (DIS) to export a full file of employee personal data. The vendor requires marital status values to be transformed from Workday's internal text values (e.g., "Married," "Single") to a specific list of codes (e.g., "M," "S"), and any Workday value not matching the vendor's list should output "OTHER." Let's analyze the configuration:

\* Requirement: Transform the "Marital Status" field values into vendor-specific codes, with a fallback to "OTHER" for unmapped values. This is a field-level transformation, common in Core Connectors when aligning Workday data with external system requirements.

\* Integration Maps: In Core Connectors, Integration Maps are the primary tool for transforming field values. You create a map that defines source values (Workday's marital status text) and target values (vendor's codes). The "Default" setting in an integration map specifies what value to output if a Workday value isn't explicitly mapped. Here, setting the default to "OTHER" ensures that any marital status not in the vendor's list (e.g., a new Workday value like "Civil Union" not recognized by the vendor) is output as "OTHER."

\* Option Analysis:

\* A. Configure Integration Maps with a blank Default: Incorrect. A blank default would leave the field empty or pass the original Workday value for unmapped cases, not "OTHER," failing the requirement.

\* B. Configure Integration Attributes with a blank Default: Incorrect. Integration Attributes define integration-level settings (e.g., file name, delivery method), not field value transformations. They don't support mapping or defaults for specific fields like marital status.

\* C. Configure Integration Maps with "OTHER" as a Default: Correct. This uses Integration Maps to map Workday values to vendor codes and sets "OTHER" as the default for unmapped values, meeting the requirement fully.

\* D. Configure Integration Attributes with "OTHER" as a Default: Incorrect. Integration Attributes don't handle field-level transformations or defaults for data values, making this option inapplicable.

\* Implementation:

\* Edit the Core Connector: Worker integration.

\* Use the related action Configure Integration Maps.

\* Create a map for the "Marital Status" field (e.g., "Married" # "M," "Single" # "S").

\* Set the Default Value to "OTHER" in the map configuration.

\* Test the output to ensure mapped values use vendor codes and unmapped values return "OTHER." References from Workday Pro Integrations Study Guide:

\* Core Connectors & Document Transformation: Section on "Configuring Integration Maps" explains mapping field values and using defaults for unmapped cases.

\* Integration System Fundamentals: Highlights how Core Connectors transform data to meet vendor specifications.

## NEW QUESTION # 39

Refer to the following XML and example transformed output to answer the question below.

```

1. <wd:Report_Data xmlns:wd="urn:com.workday:report:Int_Report">
2.   <wd:Report_Entry>
3.     <wd:Worker>Logan McNeil</wd:Worker>
4.     <wd:Education_Group>
5.       <wd:Education>California University</wd:Education>
6.       <wd:Degree>MBA</wd:Degree>
7.     </wd:Education_Group>
8.     <wd:Education_Group>
9.       <wd:Education>Georgetown University</wd:Education>
10.      <wd:Degree>B.S.</wd:Degree>
11.    </wd:Education_Group>
12.  </wd:Report_Entry>
13.  <wd:Report_Entry>
14.    <wd:Worker>Steve Morgan</wd:Worker>
15.    <wd:Education_Group>
16.      <wd:Education>Iowa State University</wd:Education>
17.      <wd:Degree>B.A.</wd:Degree>
18.    </wd:Education_Group>
19.    <wd:Education_Group>
20.      <wd:Education>Northwestern University</wd:Education>
21.      <wd:Degree>MBA</wd:Degree>
22.    </wd:Education_Group>
23.  </wd:Report_Entry>
24. </wd:Report_Data>

```

Example transformed wd:Report\_Entry output;

```

1. <Transformed_Record>
2.   <Worker>Logan McNeil</Worker>
3.   <Degrees>
4.     <Degree>California University MBA</Degree>
5.     <Degree>Georgetown University B.S.</Degree>
6.   </Degrees>
7. </Transformed_Record>

```

What is the XSLT syntax for a template that matches on wd:Education\_Group to produce the degree data in the above Transformed\_Record example?

- A.

```

1. <xsl:template match="wd:Education_Group">
2.   <Degree>
3.     <xsl:copy><xsl:value-of select="*" /></xsl:copy>
4.   </Degree>
5. </xsl:template>

```

- B.

```

1. <xsl:template match="wd:Education_Group">
2.   <Degree>
3.     <xsl:copy-of select="*" />
4.   </Degree>
5. </xsl:template>

```

```

1. <xsl:template match="wd:Education_Group">
2.   <Degree>
3.     <xsl:value-of select="*" />
4.   </Degree>
5. </xsl:template>

```

- C.



1. `<xsl:template match="wd:Education_Group">`
2.     `<Degree>`
3.         `<xsl:copy select="*" />`
4.     `</Degree>`
5. `</xsl:template>`

- D.

**Answer: A**

Explanation:

In Workday integrations, XSLT is used to transform XML data, such as the output from a web service-enabled report or EIB, into a desired format for third-party systems. In this scenario, you need to create an XSLT template that matches the `wd:Education_Group` element in the provided XML and transforms it to produce the degree data in the format shown in the Transformed\_Record example. The goal is to output each degree (e.g., "California University MBA" and "Georgetown University B.S.") as a `<Degree>` element within a `<Degrees>` parent element.

Here's why option A is correct:

\* Template Matching: The `<xsl:template match="wd:Education_Group">` correctly targets the `wd:`

`Education_Group` element in the XML, which contains multiple `wd:Education` elements, each with a `wd:Degree` child, as shown in the XML snippet (e.g., `<wd:Education>California University</wd:Education><wd:Degree>MBA</wd:Degree>`).

\* Transformation Logic:

\* `<Degree>` creates the outer `<Degree>` element for each education group, matching the structure in the Transformed\_Record example (e.g., `<Degree>California University MBA</Degree>`).

\* `<xsl:copy><xsl:value-of select="*" /></xsl:copy>` copies the content of the child elements (`wd:`

`Education` and `wd:Degree`) and concatenates their values into a single string. The `select="*" />` targets all child elements of `wd:Education_Group`, and `xsl:value-of` outputs their text content (e.g., "California University" and "MBA" become "California University MBA").

\* This approach ensures that each `wd:Education_Group` is transformed into a single `<Degree>` element with the combined text of the

`wd:Education` and `wd:Degree` values, matching the example output.

\* Context and Output: The template operates on each `wd:Education_Group`, producing the nested structure shown in the Transformed\_Record (e.g., `<Degrees><Degree>CaliforniaUniversity MBA</Degree><Degree>Georgetown University B.S.</Degree></Degrees>`), assuming a parent template or additional logic wraps the

`<Degree>` elements in `<Degrees>`.

Why not the other options?

\* B.

xml

WrapCopy

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

`<Degree>`

`<xsl:value-of select="*" />`

`</Degree>`

`</xsl:template>`

This uses `<xsl:value-of select="*" />` without `<xsl:copy>`, which outputs the concatenated text of all child elements but does not preserve any XML structure or formatting. It would produce plain text (e.g., "California UniversityMBACalifornia UniversityB.S.") without the proper `<Degree>` tags, failing to match the structured output in the example.

\* C.

xml

WrapCopy

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

`<Degree>`

`<xsl:copy select="*" />`

`</Degree>`

`</xsl:template>`

This uses `<xsl:copy select="*" />`, but `<xsl:copy>` does not take a `select` attribute-it simply copies the current node. This would result in an invalid XSLT syntax and fail to produce the desired output, making it incorrect.

\* D.

xml

WrapCopy

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

`<Degree>`

`<xsl:copy-of select="*" />`

</Degree>

</xsl:template>

This uses <xsl:copy-of select="\*" />, which copies all child nodes (e.g., wd:Education and wd:Degree) as-is, including their element structure, resulting in output like <Degree><wd:Education>California University</wd:

Education><wd:Degree>MBA</wd:Degree></Degree>. This does not match the flattened, concatenated text format in the Transformed\_Record example (e.g., <Degree>California University MBA</Degree>), making it incorrect.

To implement this in XSLT for a Workday integration:

\* Use the template from option A to match wd:Education\_Group, apply <xsl:copy><xsl:value-of select="

\*/></xsl:copy> to concatenate and output the wd:Education and wd:Degree values as a single

<Degree> element. This ensures the transformation aligns with the Transformed\_Record example, producing the required format for the integration output.

References:

\* Workday Pro Integrations Study Guide: Section on "XSLT Transformations for Workday Integrations"

- Details the use of <xsl:template>, <xsl:copy>, and <xsl:value-of> for transforming XML data, including handling grouped elements like wd:Education\_Group.

\* Workday EIB and Web Services Guide: Chapter on "XML and XSLT for Report Data" - Explains the structure of Workday XML (e.g., wd:Education\_Group, wd:Education, wd:Degree) and how to use XSLT to transform education data into a flattened format.

\* Workday Reporting and Analytics Guide: Section on "Web Service-Enabled Reports" - Covers integrating report outputs with XSLT for transformations, including examples of concatenating and restructuring data for third-party systems.

## NEW QUESTION # 40

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