

Workday Prism Certification Practice Exam (Sample)

Study Guide



Everything you need from our exam experts!

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Introduction

Preparing for a certification exam can feel overwhelming, but with the right tools, it becomes an opportunity to build confidence, sharpen your skills, and move one step closer to your goals. At Examzify, we believe that effective exam preparation isn't just about memorization, it's about understanding the material, identifying knowledge gaps, and building the test-taking strategies that lead to success.

This guide was designed to help you do exactly that.

Whether you're preparing for a licensing exam, professional certification, or entry-level qualification, this book offers structured practice to reinforce key concepts. You'll find a wide range of multiple-choice questions, each followed by clear explanations to help you understand not just the right answer, but why it's correct.

The content in this guide is based on real-world exam objectives and aligned with the types of questions and topics commonly found on official tests. It's ideal for learners who want to:

- Practice answering questions under realistic conditions,
- Improve accuracy and speed,
- Review explanations to strengthen weak areas, and
- Approach the exam with greater confidence.

We recommend using this book not as a stand-alone study tool, but alongside other resources like flashcards, textbooks, or hands-on training. For best results, we recommend working through each question, reflecting on the explanation provided, and revisiting the topics that challenge you most.

Remember: successful test preparation isn't about getting every question right the first time, it's about learning from your mistakes and improving over time. Stay focused, trust the process, and know that every page you turn brings you closer to success.

Let's begin.

How to Use This Guide

This guide is designed to help you study more effectively and approach your exam with confidence. Whether you're reviewing for the first time or doing a final refresh, here's how to get the most out of your Examzify study guide:

1. Start with a Diagnostic Review

Skim through the questions to get a sense of what you know and what you need to focus on. Your goal is to identify knowledge gaps early.

2. Study in Short, Focused Sessions

Break your study time into manageable blocks (e.g. 30 - 45 minutes). Review a handful of questions, reflect on the explanations.

3. Learn from the Explanations

After answering a question, always read the explanation, even if you got it right. It reinforces key points, corrects misunderstandings, and teaches subtle distinctions between similar answers.

4. Track Your Progress

Use bookmarks or notes (if reading digitally) to mark difficult questions. Revisit these regularly and track improvements over time.

5. Simulate the Real Exam

Once you're comfortable, try taking a full set of questions without pausing. Set a timer and simulate test-day conditions to build confidence and time management skills.

6. Repeat and Review

Don't just study once, repetition builds retention. Re-attempt questions after a few days and revisit explanations to reinforce learning. Pair this guide with other Examzify tools like flashcards, and digital practice tests to strengthen your preparation across formats.

There's no single right way to study, but consistent, thoughtful effort always wins. Use this guide flexibly, adapt the tips above to fit your pace and learning style. You've got this!

Questions

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- 1. What role do calculated fields play in Workday Prism?**
 - A. They are used for generating random data**
 - B. They allow users to create new data based on existing data**
 - C. They store static information only**
 - D. They serve as backup for original data**

- 2. What type of analytics does Workday Prism offer for talent management?**
 - A. Descriptive analytics for reporting past performance**
 - B. Predictive analytics for assessing employee performance**
 - C. Prescriptive analytics for making real-time decisions**
 - D. Diagnostic analytics for understanding data anomalies**

- 3. If you edit a Prism data source's security configuration after publishing, what must you do?**
 - A. Delete the dataset**
 - B. Republish**
 - C. Notify users**
 - D. Archive the dataset**

- 4. Who primarily benefits from the predictive capabilities of Workday Prism?**
 - A. Only finance teams**
 - B. All organizational decision-makers**
 - C. Only HR personnel**
 - D. External consultants**

- 5. How do users receive alerts for critical data changes in Workday Prism?**
 - A. By regularly checking for updates manually**
 - B. By setting up notifications based on data thresholds**
 - C. By using third-party alert systems**
 - D. By contacting IT support for alerts**

- 6. In what format can external data be imported into Workday Prism?**
- A. Only XML format**
 - B. CSV, Excel, or via API calls**
 - C. Text documents only**
 - D. Database backups only**
- 7. What is the purpose of the coalesce function in data processing?**
- A. It replaces all null values with zero**
 - B. It combines two datasets into a single entity**
 - C. It returns the first non-null value from a list of values**
 - D. It generates a summary of unique values**
- 8. How can users customize reports in Workday Prism?**
- A. By selecting data fields and applying filters**
 - B. By coding custom scripts**
 - C. By choosing from a fixed number of templates**
 - D. By submitting a request to IT for adjustments**
- 9. Which statement best describes a "key performance indicator" (KPI) in Workday Prism?**
- A. A value that indicates the risk level of a project**
 - B. A measurable value that demonstrates business effectiveness**
 - C. A subjective measure of employee satisfaction**
 - D. A cost-related metric exclusive to financial statements**
- 10. When matching fields in a join stage configuration between two pipelines, what condition must be met?**
- A. Matching fields must contain the same values**
 - B. Matching fields must be the same type**
 - C. Matching fields must come from the same dataset**
 - D. Matching fields must be unique identifiers**

Answers

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1. B
2. B
3. B
4. B
5. B
6. B
7. C
8. A
9. B
10. B

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Explanations

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1. What role do calculated fields play in Workday Prism?

- A. They are used for generating random data
- B. They allow users to create new data based on existing data**
- C. They store static information only
- D. They serve as backup for original data

Calculated fields in Workday Prism are essential for enabling users to create new data based on existing data. This capability allows organizations to manipulate and analyze their data effectively by defining specific calculations or transformations that meet their analytical needs. Users can derive new insights or metrics from the data already stored in Workday, enhancing reporting and decision-making processes. For instance, if an organization wants to calculate the total revenue from individual sales figures, a calculated field can automatically sum the related data points to provide that total without needing to create a separate data set. This dynamic approach fosters more robust data modeling and allows for real-time updates and analysis as underlying data changes. While other options mention tasks like generating random data, storing static information, or serving as backup—none of these accurately capture the primary function of calculated fields, which is to derive new values from existing data sets rather than simply storing or protecting them.

2. What type of analytics does Workday Prism offer for talent management?

- A. Descriptive analytics for reporting past performance
- B. Predictive analytics for assessing employee performance**
- C. Prescriptive analytics for making real-time decisions
- D. Diagnostic analytics for understanding data anomalies

Workday Prism provides predictive analytics, particularly in the context of talent management, which helps organizations assess potential future employee performance based on historical data and trends. This type of analytics utilizes statistical models and machine learning techniques to forecast outcomes, enabling businesses to identify high-potential employees, forecast turnover, and tailor development programs to meet the needs of their workforce. By focusing on what might happen in the future, predictive analytics empowers HR professionals and managers to make strategic decisions that can enhance employee engagement, retention, and overall talent development. This forward-looking approach is critical in talent management as it allows organizations to proactively address issues before they arise and invest in their talent strategically. Descriptive analytics, while useful for reporting on past performance, does not provide the foresight necessary for future planning. Similarly, prescriptive analytics focuses on recommending specific actions rather than predicting outcomes. Diagnostic analytics, while valuable for understanding anomalies and issues in data, does not specifically assess employee performance as it pertains to future predictions. Therefore, the distinction lies in the ability of predictive analytics to provide insights that are crucial for future talent management strategies.

3. If you edit a Prism data source's security configuration after publishing, what must you do?

- A. Delete the dataset**
- B. Republish**
- C. Notify users**
- D. Archive the dataset**

When you edit a Prism data source's security configuration after it has been published, republishing is necessary to apply and reinforce the new security settings. Once changes are made to the security configuration, simply saving those changes does not update the dataset in the live environment; the updated settings need to be propagated through the republishing process. Republishing ensures that all users and processes interacting with the data source are subjected to the revised security rules. This is crucial to maintaining data integrity and ensuring that sensitive information is protected appropriately. It helps in refreshing the dataset with the current configuration, thereby guaranteeing that changes take effect across any reports or integrations that rely on that data source.

4. Who primarily benefits from the predictive capabilities of Workday Prism?

- A. Only finance teams**
- B. All organizational decision-makers**
- C. Only HR personnel**
- D. External consultants**

The predictive capabilities of Workday Prism are designed to provide insights that can be useful across various departments within an organization. By leveraging advanced analytics, decision-makers from different areas—including finance, human resources, operations, and marketing—can access relevant data and forecasts to inform their strategic decisions. Having predictive functionalities means that various stakeholders benefit from analytics that enhance their understanding of trends, potential outcomes, and factors influencing performance. This holistic view empowers all organizational decision-makers to make data-driven choices, optimize processes, and ultimately drive better business outcomes. In contrast, the other options are limited in scope. Focusing solely on finance teams or HR personnel ignores the broad applicability of predictive insights across the organization. Additionally, external consultants may utilize these capabilities, but primarily, the internal decision-makers are the ones who most directly benefit from such comprehensive predictive analytics.

5. How do users receive alerts for critical data changes in Workday Prism?

- A. By regularly checking for updates manually
- B. By setting up notifications based on data thresholds**
- C. By using third-party alert systems
- D. By contacting IT support for alerts

Users receive alerts for critical data changes in Workday Prism by setting up notifications based on data thresholds. This approach allows users to define specific criteria or thresholds within the data that, when met or exceeded, trigger an automated alert. This ensures that users are promptly informed about significant changes, enabling them to take appropriate actions without the need for manual monitoring. By employing data thresholds, organizations can tailor the alerts to their specific needs, focusing on the most relevant metrics that impact their operations. This proactive capability enhances decision-making processes and ensures that critical information is communicated efficiently. In contrast, manually checking for updates does not provide the immediacy or specificity that threshold-based notifications offer, and relying on third-party alert systems can introduce complexities and dependencies that may not be as seamless as Workday's built-in notification features. Additionally, contacting IT support could delay the process and be less efficient than a self-service notification system that empowers users to set their alert preferences directly.

6. In what format can external data be imported into Workday Prism?

- A. Only XML format
- B. CSV, Excel, or via API calls**
- C. Text documents only
- D. Database backups only

The correct answer is that external data can be imported into Workday Prism in CSV, Excel, or via API calls. This flexibility allows organizations to bring in data from various sources easily and efficiently, catering to different data formatting needs. CSV and Excel formats are widely used due to their simplicity and compatibility with many data processing tools; they enable users to prepare and structure data before importing it into Workday. API calls also provide a robust solution for real-time data integration, allowing data to be pulled from external systems automatically and securely. By supporting these formats, Workday Prism ensures that users can leverage various data sources to enrich their analysis and consolidate their operational reporting. Other options that mention single formats or restrictive methods, such as text documents or database backups, do not encompass the breadth of capability offered by Workday Prism for data ingestion. Therefore, the inclusion of CSV, Excel, and API calls as acceptable formats makes the answer comprehensive and suitable for real-world applications.

7. What is the purpose of the coalesce function in data processing?

- A. It replaces all null values with zero**
- B. It combines two datasets into a single entity**
- C. It returns the first non-null value from a list of values**
- D. It generates a summary of unique values**

The coalesce function is specifically designed to return the first non-null value from a list of values provided to it. This function is particularly useful in data processing because it allows users to handle null values effectively, ensuring that the output contains meaningful data rather than nulls. For example, if you have a list with several values where some are null, the coalesce function will traverse the list and give back the first value that is not null. This capability makes it a valuable tool in data integration and transformation tasks, where maintaining the flow of available information is crucial. By using this function, analysts can set default values or prioritize certain data fields over others, depending on the context of the analysis. Other options describe different functionalities that do not align with what the coalesce function specifically accomplishes: - Replacing all null values with zero is a different operation, typically handled by functions that explicitly target null values. - Combining datasets into a single entity pertains to join or union operations, which focus on merging data rather than selecting non-null values. - Generating a summary of unique values relates to aggregation functions that perform summarization or deduplication, which is distinct from the primary objective of the coalesce function. Thus, the correct understanding of the

8. How can users customize reports in Workday Prism?

- A. By selecting data fields and applying filters**
- B. By coding custom scripts**
- C. By choosing from a fixed number of templates**
- D. By submitting a request to IT for adjustments**

Users can customize reports in Workday Prism primarily by selecting data fields and applying filters. This functionality allows users to tailor the report to their specific needs, choosing exactly what data they want to include and how they want it displayed. Selecting data fields enables users to define which columns or metrics are relevant to their inquiry, while applying filters allows them to refine the data set, ensuring that only the most pertinent information is presented in the report. This interactive approach to customizing reports empowers users to derive insights that are most meaningful to them, rather than being restricted to pre-defined templates or requiring technical coding knowledge. Through this flexibility, users can create dynamic and relevant reports that cater to their unique analytical requirements.

9. Which statement best describes a "key performance indicator" (KPI) in Workday Prism?

- A. A value that indicates the risk level of a project**
- B. A measurable value that demonstrates business effectiveness**
- C. A subjective measure of employee satisfaction**
- D. A cost-related metric exclusive to financial statements**

A key performance indicator (KPI) in Workday Prism is best described as a measurable value that demonstrates business effectiveness. This definition highlights the primary function of KPIs, which is to provide quantifiable metrics that reflect the success of an organization in achieving its strategic objectives. By focusing on measurable values, KPIs enable organizations to track progress, make informed decisions, and adjust strategies based on performance data. KPIs are essential for assessing areas such as productivity, efficiency, and overall goal attainment, allowing for data-driven decision-making. They can be applied across various dimensions of the business, including finance, operations, customer satisfaction, and employee performance, ensuring a comprehensive view of organizational effectiveness. In this context, other statements do not fully align with the concept of KPIs: risk levels are more about potential issues than measured effectiveness, subjective measures do not provide the quantitative aspect of KPI, and cost-related metrics, while important, do not encapsulate the broader definition of KPIs. Thus, the choice of a measurable value that demonstrates business effectiveness accurately captures the essence of what KPIs represent in Workday Prism.

10. When matching fields in a join stage configuration between two pipelines, what condition must be met?

- A. Matching fields must contain the same values**
- B. Matching fields must be the same type**
- C. Matching fields must come from the same dataset**
- D. Matching fields must be unique identifiers**

In a join stage configuration within Workday Prism, it is essential that matching fields be of the same type. This requirement ensures that the data can be accurately compared and combined during the join operation. If the data types differ, the system would encounter difficulties or errors in processing the join, as it would not know how to align or interpret the values from each data source correctly. Data types include various formats such as strings, integers, dates, etc. When the fields being matched do not share the same type, the join process may yield incorrect results or fail altogether, as it is fundamental for the system to understand how to handle and manipulate the data being joined. While other conditions can be important in certain contexts—like the uniqueness of identifiers or value consistency—those do not specifically address the foundational requirement of alignment in data types during the join process. Thus, ensuring that matching fields are of the same type is crucial for successful data integration and manipulation in Workday Prism.

Next Steps

Congratulations on reaching the final section of this guide. You've taken a meaningful step toward passing your certification exam and advancing your career.

As you continue preparing, remember that consistent practice, review, and self-reflection are key to success. Make time to revisit difficult topics, simulate exam conditions, and track your progress along the way.

If you need help, have suggestions, or want to share feedback, we'd love to hear from you. Reach out to our team at hello@examzify.com.

Or visit your dedicated course page for more study tools and resources:

<https://workdayprism.examzify.com>

We wish you the very best on your exam journey. You've got this!

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