SAFEGUARD GLOBAL

Unlock the Power of Workday HCM
With Global Payroll

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Global Payroll Certified

Unified, multi-country payroll unlocks the power and potential of your Workday Human Capital Management system.

Integrating your Workday HCM with a global payroll tool like Safeguard Global Payroll 360

Removes administrative burdens and data inconsistencies

Integrates and harmonizes data between platforms

Streamlines international payroll processing and provides unified data mapping

Enhances reporting capabilities for better insights about your workforce

Increases employee satisfaction and engagement

Delivers frictionless payroll to workforces around the world

Allows access to a full integration suite with Payslips API, External Payroll Results (ExPR), Accounting Journal (FINS) and Time Tracking

CERTIFIED WORKDAY PARTNER **SINCE 2010**

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What is unified multi-country payroll provider?

A unified multi-country payroll provider ("unified MCP") like Safeguard Global Payroll 360 consolidates pay data, processes and reporting across languages and time zones, helping multinational businesses run accurate, compliant payroll, on time, in more than 150 countries. We provide you with a single view of all your global labor costs, along with comprehensive analytics for better insights into your global workforce.

An HCM is only one piece of your HR puzzle

A fully integrated payroll partner creates a unified process that drives efficiency, consistency and transparency across your departments and teams.

Workday with no global payroll provider	**Workday + Safeguard Global Payroll 360**
• Captures 30%-40% of available employee data	• Can enhance data capture up to 80%-85%
• Can require manual entry or multiple vendors to process payroll	• One end-to-end payroll vendor elevates the role of HR to strategic versus administrative
• Level and format of data capture can differ country to country	• Data harmonization provides you with one global report
• Workday HCM acts as a system of record	• Elevates Workday to a system of engagement

When you infuse payroll data into Workday HCM, you extend the value of the platform to every country where you do business. Workday becomes your one-stop-shop for employees around the world to access payslips, benefits, PTO accruals and more… elevating Workday HCM from a system of record to a system of engagement.

4 reasons to integrate
Safeguard Global Payroll 360 with Workday HCM

### 1. Reduce admin workloads, cut costs, and save time

Eliminate the need for manual spreadsheets or legacy data, along with the errors and costly fines they can lead to. A fully integrated global payroll partner like Safeguard Global will allow you to process payroll faster and with greater accuracy, while keeping all of your data in one centralized platform.

2. Harmonize data across multiple countries

Harmonizing data enables you to pay and report in a uniform, compliant way no matter where your employees are. Payroll 360 captures your data from Workday HCM and harmonizes it across every country where you do business, making sure that your data is consistent and standardized.

3. Improve employee engagement

By leveraging ExPR to get data and payslips back into Workday HCM, your employees around the world will have access to the information they care about the most, like pay, benefits, taxes, time off and more, all in one unified, easy-to-navigate platform.
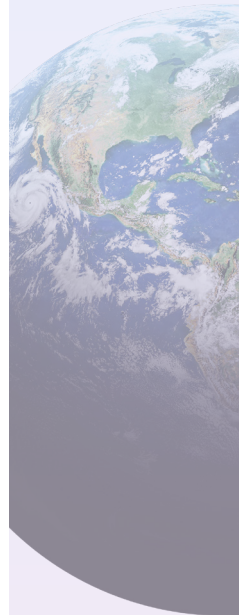
4. Make better data-driven business decisions with payroll analytics

Standardizing payroll data allows you to perform better workforce spend analyses for your global teams and make more informed strategic decisions for your organization as a whole.

Choosing a Custom vs. Certified Integration. Which one is right for you?

There are two different kinds of integrations when it comes to integrating a global payroll provider with Workday HCM: custom and certified.

Custom integration	Certified integration
• Built to your needs, but can be costly to engineer	• Offered by only selected partners, pre-built, certified integrations map data between systems without any development
• May need to retain the developer to provide ongoing maintenance as new product updates are released	• Workday engineers work with vendor to enhance and maintain the integration
• Certain datasets and fields may be inaccessible	• When product updates are released, they will be automatically available to vendors

Setting up your Safeguard Global Payroll 360 + Workday integration is quick and easy

1. Safeguard Global and your chosen System Integrator will configure the integration and guide you through the process, letting you know what changes need to take place

   - We can configure mapping automatically, or you can submit an employee upload template (EUT) with employee and organization data to guide the process

2. Safeguard Global maps the correct fields in the platform and schedules the integration, which will run on the same date and time each pay cycle

3. Access your dashboard on an ongoing basis for consolidated reporting and payroll insights

How to get your team ready for integration

Understanding stakeholder dependency is key.

The payroll process at your organization may include stakeholders from finance, treasury, IT, HR or other divisions. Who are you going to rely on at each step? Who's going to be your point person for the integration, for collaborating with employees, or for data gathering?

Build a map of stakeholder dependencies for each part of the integration process and clearly communicate what benefits and effects they can expect from the integration.

Here's an example:

Objector	How this change will benefit them
HR leadership	Routine reports will be less onerous to generate, leading to smarter, faster decisions
Finance	Fewer hours involved in administering HR, and a more streamlined process for expansion
HR team	Reduced error rates and less time to process for each payroll cycle
IT/CISO	More secure handling of PII
Legal	Reduced liability due to noncompliance

https://www.safeguardglobal.com/resources/ebooks/payroll-and-hcm-change-management-guide

After you get stakeholder buy in and alignment, you'll need to ensure your team is ready with the training and knowledge needed for the integration.

It's important to measure your performance both before and after integration with a multi-country payroll provider like Safeguard Global in order to understand the impact and ROI for the business.

SAFEGUARD GLOBAL

Safeguard Global is a future of work company that helps workers and companies thrive in the global economy. Backed by a data-rich technology platform, local expertise, and industry-leading experience, Safeguard Global provides end-to-end solutions to manage people and scale operations. With Safeguard Global, organizations can recruit, hire, manage, pay and analyze anywhere in the world, no matter where they are in their growth journey.

To learn more visit www.safeguardglobal.com