Workday Integration

Workhuman® has a certified, prebuilt, and bidirectional integration with Workday's human capital management and payroll platform, which provides a seamless, flexible, and dependable integration that facilitates faster program deployment, reduces maintenance requirements, provides greater compliance, and allows for real-time data exchanges.

Our integration reveals never-before-seen talent insights based on crowdsourced feedback and provides a complete view of employee performance. The integration allows information to flow continuously and securely between your Workday HCM and the Workhuman Cloud® platform.

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Key features

The integration includes sophisticated, pre-mapped data feeds between the client's Workday and Workhuman platforms to eliminate custom data file development:

Workday to Workhuman data feed

An automated data feed from the client's Workday HCM platform to the Workhuman platform contains all employee and organization data required to implement and manage a Social Recognition® program on the Workhuman platform.

Workhuman to Workday data feed

An automated data feed from the client's Workhuman Social Recognition program contains all award activity data required for the client's talent management, payroll tax, and other financial management activities. From this feed, the integration creates a one-time payment record for each award to support compensation and internal billing, factoring in key considerations such as cost center assignment.

In addition, the integration can use the same feed to:

- Create Workday payroll and payroll interface records (i.e., for use by third-party payroll providers)

- Create an anytime feedback record in Workday for each award to enhance the employee profile with valuable crowdsourced performance feedback data

Today, leading companies are gaining a complete view of employee performance by integrating their Workhuman Social Recognition programs with Workday.
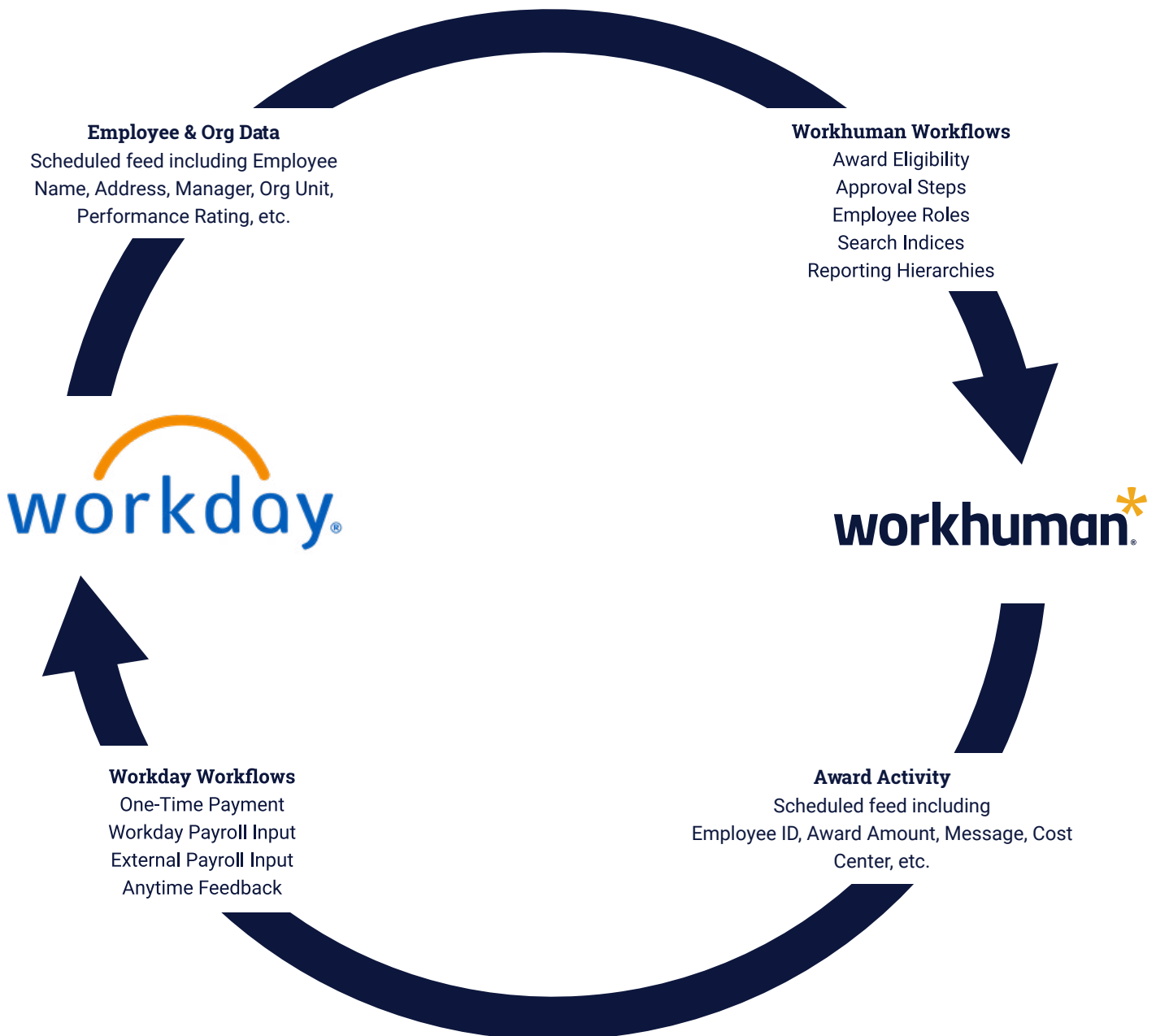
Key benefits

- Accelerates data exchange implementation from weeks to days

- Eliminates custom development requirements to reduce IT resource needs

- Supports oversight and governance with seamless payroll integration

- Gives managers a complete view of employee performance

Employee & Org Data
Scheduled feed including Employee Name, Address, Manager, Org Unit, Performance Rating, etc.

Workhuman Workflows
Award Eligibility
Approval Steps
Employee Roles
Search Indices
Reporting Hierarchies

Workday Workflows
One-Time Payment
Workday Payroll Input
External Payroll Input
Anytime Feedback

Award Activity
Scheduled feed including Employee ID, Award Amount, Message, Cost Center, etc.

Workhuman-Workday integration specifications

Your integration is configured via a secured Workhuman portal within which you can manage your credentials, employee data mapping and payroll, one-time payment, and talent management integration options. The portal then gives you scope to test, schedule, and monitor the ongoing execution of the integration within the secure, scalable Workhuman Cloud environment.

1. Enroll

Sign up in the Workhuman-Workday integration portal and establish your connection credentials.

2. Configure

Set up your business configuration settings for data feeds.

3. Test

Together, we'll test the data flow (technical) and results of data passed (business rules and objectives).

4. Production

The result is an automatic, scheduled transfer of employee data from your system to Workhuman and award data from Workhuman to your system.

Ready to see how a Workhuman-Workday integration can streamline your processes?

Let's connect.

+ 1 888.743.6723 | workhuman.com
Or read more on our blog: workhuman.com/whblog

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