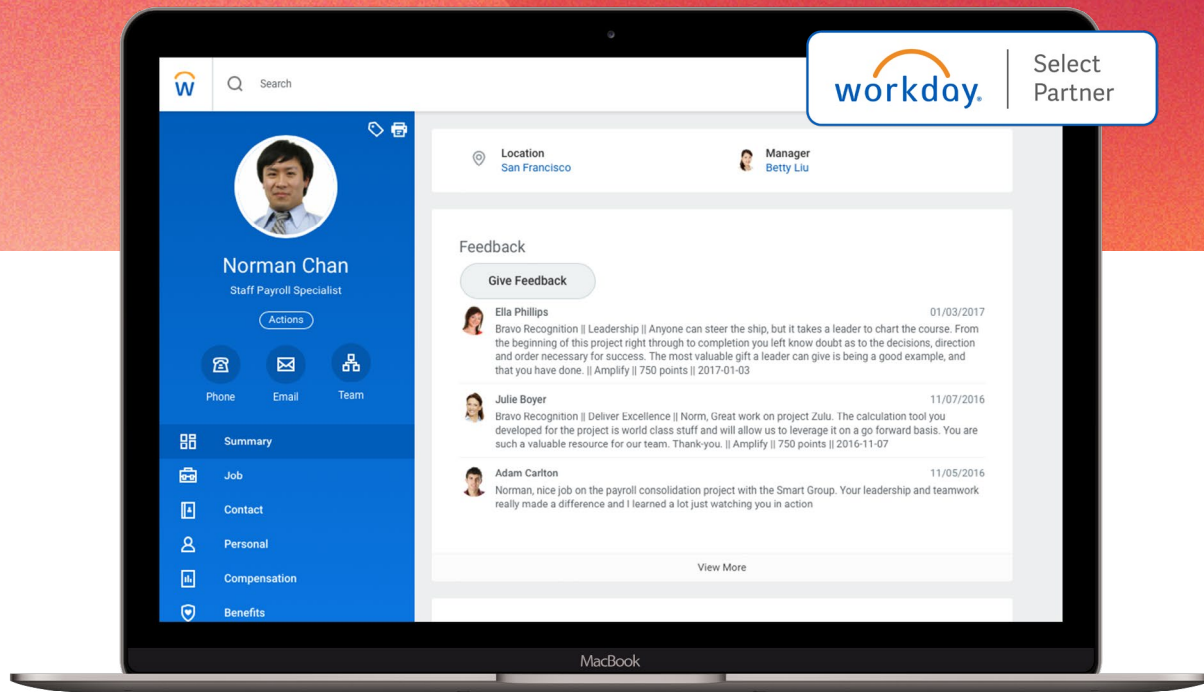# workhuman*

Workday Integration

Maximize your investment with the #1 provider of employee recognition

Workhuman®, the #1 provider of employee recognition, offers a certified, bidirectional integration with Workday's human capital management and payroll platform to support real-time data exchanges, facilitate faster program deployment, reduce maintenance requirements, and enhance compliance.

The seamless, flexible, and dependable integration provides a complete view of employee performance and enables a continuous, secure flow of information between your Workday HCM and the Workhuman platform.

Key features

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

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

Workhuman to Workday data. Automated data 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.

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

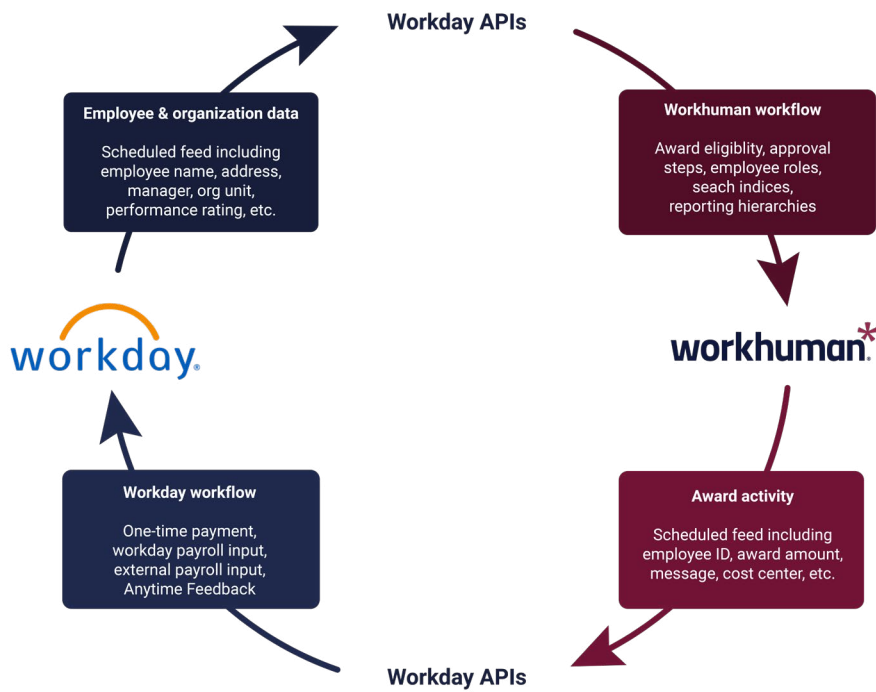Corpay^   Point32Health

cādence   GoTo

R1   conga

"The Workday integration has made my life as an administrator so much easier."

Sara LaBelle
Culture Programs Manager
R1
Source: R1 testimonial video, Workhuman, 2023

Workday APIs

Employee & organization data
Scheduled feed including employee name, address, manager, org unit, performance rating, etc.

Workhuman workflow
Award eligiblity, approval steps, employee roles, seach indices, reporting hierarchies

workday.

workhuman*

Workday workflow
One-time payment, workday payroll input, external payroll input, Anytime Feedback

Award activity
Scheduled feed including employee ID, award amount, message, cost center, etc.

Workday APIs

Key benefits

**Accelerates data** exchange implementation

Minimizes custom development requirements to reduce IT resource needs

Supports oversight and governance with seamless payroll integration

Gives managers a complete view of employee performance

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 environment.
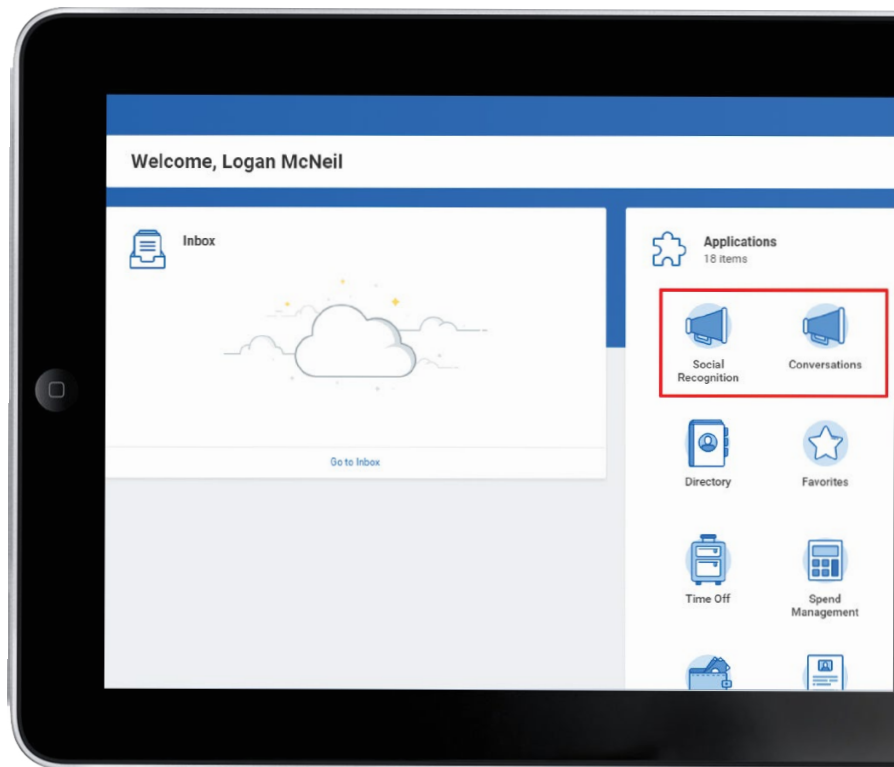
Customize the homepage to access our programs directly from Workday.

Launch considerations

There are several key requirements that ensure a successful launch of the Workday integration:

Team resources.

The implementation requires a dedicated team comprising members from various departments, such as:

Project manager: To oversee the entire project, coordinate among teams, and ensure timelines are met.

Technical lead: To handle the technical aspects of the integration, including configuration and troubleshooting.

Integration specialist/Workday integrator: To manage the data mapping and ensure seamless data flow between Workday and Workhuman.

HRIS support staff: To provide ongoing support and address any issues that arise during and after the launch.

Workday environment.

The technical considerations for the integration include:

Workday API access: Ensure that the necessary client-side API access is granted for data exchange.

Secure data transmission: Ensure integration system user (ISU) availability for data transmission.

Configuration portal: Connect the Workhuman-hosted portal for configuring the integration settings to both test and production Workday tenants.

Data mapping: Review and confirm available mandatory data feeds between Workday and Workhuman to minimize custom development.

Automated scheduling: Confirm setup of automated scheduling for data transfers to ensure timely updates of Workday Payroll and OTP.

Timeline.

The typical timeline for implementing the Workday integration is 3-5 weeks when working with a Workday integrator. The process involves several phases:

Planning (1 week): Initial meetings to define requirements, scope, and timelines.

Configuration (1-2 weeks): Setting up the integration in the Workhuman portal and configuring data mappings.

Testing (1 week): Conducting thorough testing to ensure data flows correctly and the integration meets all requirements.

Launch (1 week): Final preparations and go-live, followed by monitoring and support to address any issues.

As a Workday partner of more than 10 years, Workhuman is proud to have developed the employee recognition industry's first Workday packaged integration of HCM, performance, and payroll data. It's proven time and again to be an easy and effective way to ease administration burdens and gain insight into employees' ongoing performance and productivity without the need for a customized integration.

Ready to streamline your processes with a Workhuman-Workday integration that contributes to recognition done right? Let's connect.

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

Join HR's leading innovators and trailblazers at our next Workhuman Live conference.

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