GLOBAL MANUFACTURING WORKDAY HRIS INTEGRATION

ORGANIZATION

Our client is a $2B global manufacturing company headquartered in Ohio and has several manufacturing and support facilities across five continents (i.e., Australia, Brazil, Canada, Chile, China, Czech Republic, France, Mexico, Slovenia, South Africa, the Philippines, and Venezuela). The company services a wide variety of markets such as the military, automotive, industrial, and manufacturing sectors.

CHALLENGE

The client wanted to simplify global processes, which were inefficient and required multiple handoffs. They also wanted to eliminate silos to better allow for one global functioning team. To achieve this, the client redesigned their HR model to better serve the customer and focus efforts on the business partnership. The idea was to develop a global Human Resource Information System (HRIS) database to house every associate's and contractor's core information. The client chose to implement Workday® to achieve these goals to become the system of record for all the Human Capital management, HCM, data. Seamless integration for internal processes with Workday with third-party services such as Life Insurance, Benefits, Payroll, etc. were essential for solution success.

BY THE NUMBERS

27 Factories Worldwide

5 Continents

9,000 Associates and Contractors

KEYWORDS

Software-as-a-Service,
Human Resource Information System

WORKDAY SOFTWARE

Workday® - Real SaaS Delivery

Workday® - Enterprise Interface Builder

Workday® - Studio

Workday® - Document Transformation

Java

workday®

SOLUTION

The client engaged XTIVIA to establish a strategic Workday® integration strategy with geographically dispersed third-party systems based at different geographic locations dedicated to provide their "localized" services at each manufacturing facility. These integrations would generate additional data feeds from Workday® to the external services thereby reducing the operational complexity in HR, Payroll, Life Insurance, Benefits, etc. Following the integration requirement study, XTIVIA identified an Enterprise Application Integration pattern to handle twelve initial integrations to meet the client's migration and Go-Live requirements for external third-party systems. Packaged integrations developed were: South Africa, China, Slovenia Compensation.

XTIVIA identified and built packages for several compensation plans and associating the packages with salary grades and profiles. The custom integrations developed and configured were as follows:

- SAPHR Outbound Refresh
- Aflac - Supplemental - Payroll Actuals
- Minnesota Life - Deduction Actuals - Weekly
- Aflac - Supplemental - Quarterly Eligibility Outbound
- Cybershift Outbound
- Minnesota Life - Insurance Eligibility File
- Mercer - Pension
- Minnesota Life - Deduction Actuals - Monthly
- PI Connector/Output - Philippines/Manila - Propel

BUSINESS RESULT

XTIVIA delivered the integrations on-time and within budget so the client's HRIS Workday transition to production stayed on schedule.

- Global HRIS system to provide immediate access to every associate/contractor's core information globally.
- Reduced HR time spent on transactional, non-productive transactions/procedures.
- Increased HR time spent on value added work to help drive overall business results
- Drove the organization towards standardization of global processes.