

Workday

Employee Hub

A Master Data Approach to Workday Integration.

Whys, Tips, and Case Studies from the Integration Experts at Kitepipe

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The HRIS

Setting:

Managing Workers on Multiple Platforms



What does HRIS stand for? Human Resource Information System

Regulatory

Are there regulatory mandates (HIPAA, GXP, SOX, etc.)?

Man Hours to Administer

Users x platforms x hours = \$\$\$.

Delays

What is the cost of several days delays for each onboarding?

Exception Handling

People get married, relocate, get promoted, leave.

Security

Protect critical data from unauthorized access.

Auditability

Can you prove only approved users have access?

Number of Platforms

The average enterprise has 50+ approved cloud platforms – HRIS has recruiting, onboarding, benefits, payroll, etc.

The Problem:

Integrating Information from Workday

Source of Truth

Workday is the source of truth for most employee information, so it must feed all other applications.

Many Point-to-Point Connections

With Integration Studio or other tools, logic is duplicated across many connections, a maintenance nightmare.

Detecting the Deltas

Due to Workday's complex data model, it is a challenge to know which worker records have changed and why.

Conversions

Workday handles the contractor to employee conversion as two different records, but you want the same identity through the conversion.

Multiple Sources

Some worker data is sourced in other systems.

Auditability and Regulatory

Need comprehensive change reporting across all platforms.

The Solution:

Boomi, Employee Hub and Kitepipe

Boomi

Boomi is the leading cloud integration middleware platform, with over eight thousand customers and the only full functionality cloud platform.

Workflow / Dashboards

Shows onboarding, approvals, and change reporting on dashboards.

Employee Hub

Boomi's data mastering module enables efficient hub and spoke integration architecture.

Runs Anywhere

Boomi runs on-premise, hybrid cloud, or in Boomi.

Kitepipe

The leading builder of high function employee integration hubs for Workday.

No Code

Boomi integrations are configured in a hyper-productive environment.



Boomi AtomSphere Platform

Data Readiness

**Data-centric
Customers**

Discover and convert high volume data to high value data

Pervasive Connectivity

**Data & App-centric
Customers**

Unified by powerful integration at the core to delivering solutions for all customers

User Engagement

**App-centric
Customers**

Enable end-user customer experience powered by data



Boomi Service

Data Catalog & Preparation

Master Data Hub

Integration

B2B/EDI Management

API Management

Flow

Data Journey

Discover Prepare, Enable

Prepare

Integrate

Enable

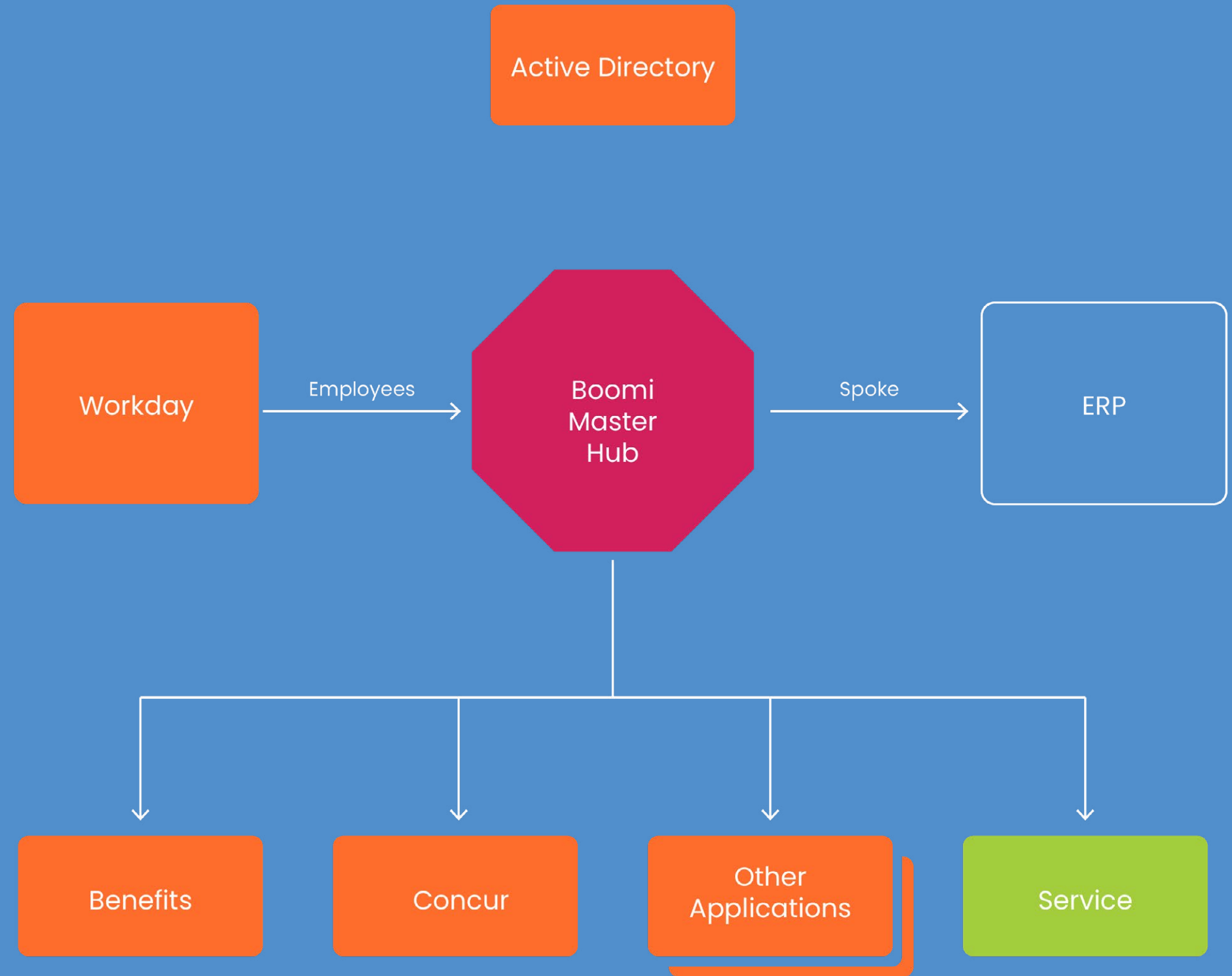
Enable

Enable Empower

INTELLIGENCE / SECURITY / COMPLIANCE / GOVERNANCE / DATA PRIVACY / PERFORMANCE + SCALE

The Solution:

Workday Hub in the Enterprise



The Solution:

Kitepipe Hub Integration Services

Deep Experience

25+ Boomi Workday integration projects, including highly complex multi-site, multi-language, multi-ERP projects.

All Endpoints

All major ERPs, including SAP, Oracle and Netsuite, and many HR and benefits applications.

Dedicated Team

Kitepipe is a dedicated on-site Boomi integration team that does only Boomi services work.

Proven Process

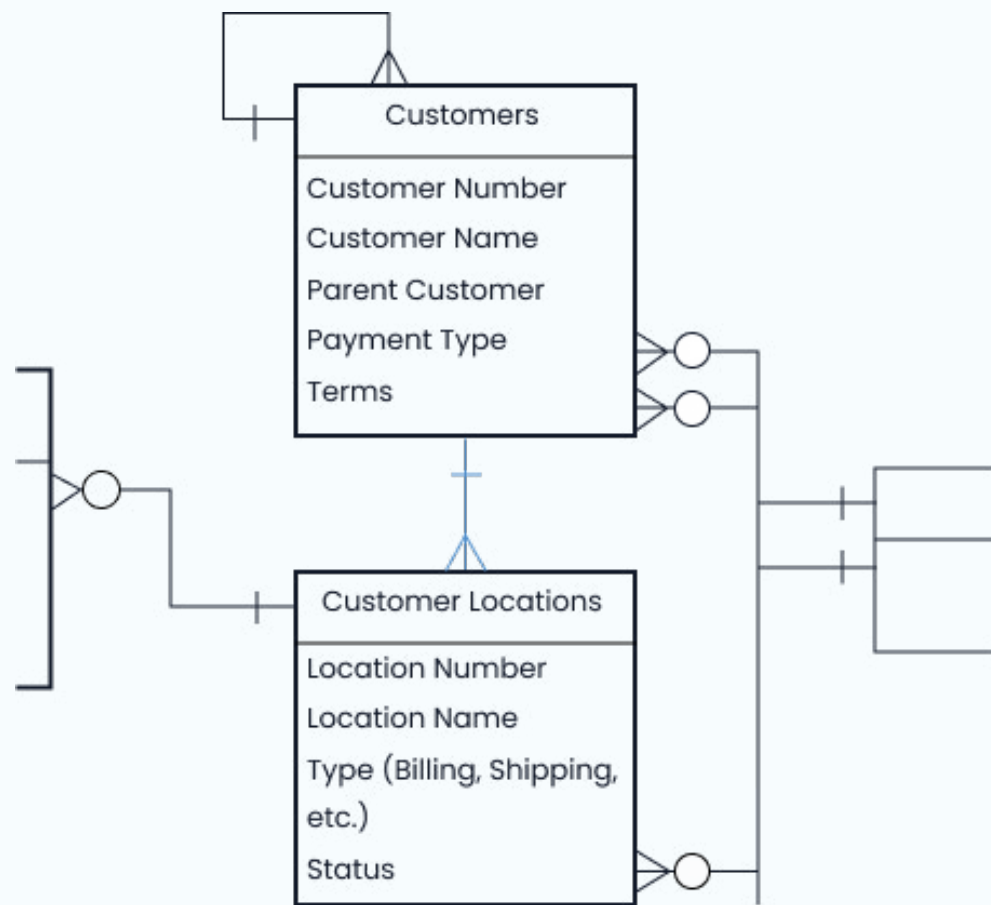
We have refined our project approach and workplans to handle complex HR integration projects.

Workday Learnings

Benefit from our experience in accessing and synchronizing Workday data.



Employee Hub: Employee Hub for Workday



Any Application

Boomi processes update any accessible system. Use library of 200+ connectors, or craft custom connectors.

Quick Setup

Connectors and process templates speed the project.

Stewardship

Monitor and resolve exceptions.

Rich Data Model

Model Employees, Positions, Locations, Departments, Cost Centers, and more.

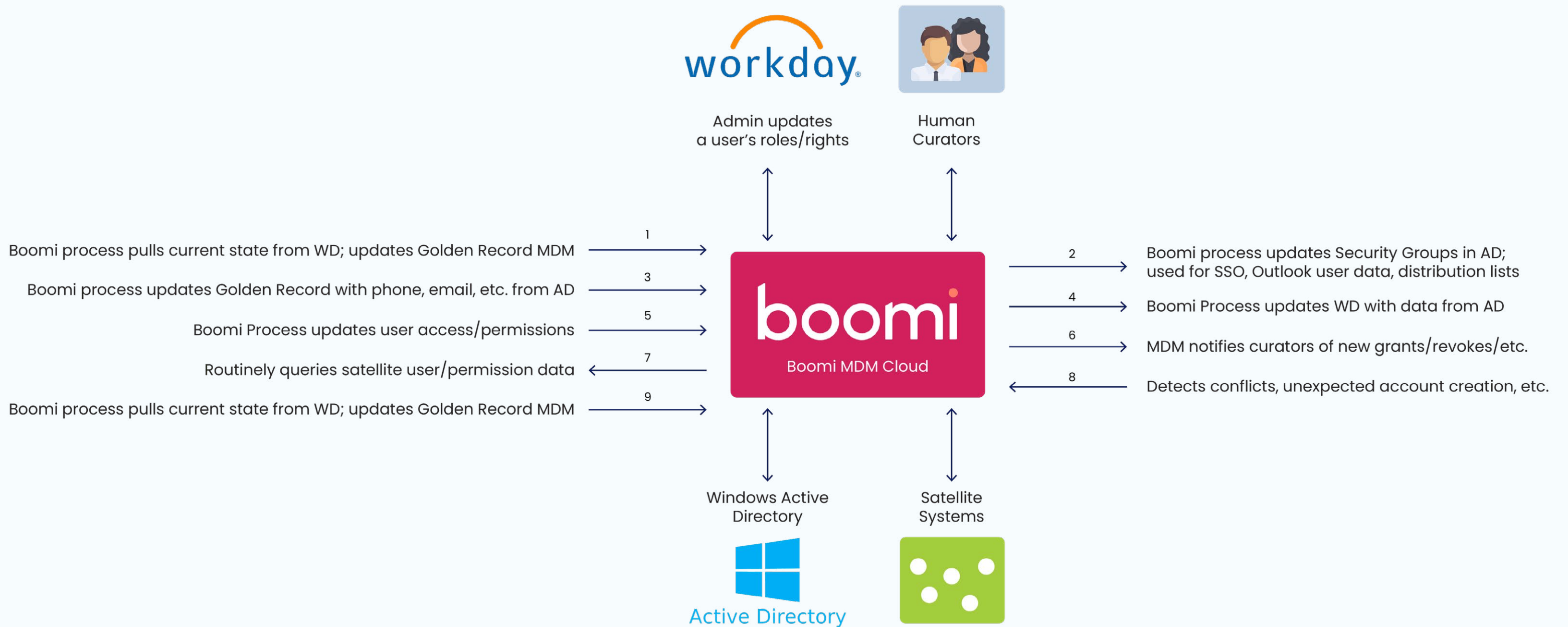
Workflow

Support multi-step user access and approval cycles.

Auditability

Full audit logs by user and field.

Sample Architecture: End-to-End Flow



How-Tos: Project Phases for Implementing the Hub

Engage HR and IT Leadership

We say that only the VP of HR and the Director of IT care about employee data, so make sure they are engaged.

Data Stewardship

Develop data quality roles and processes.

Go Live

Workday Employee Hub keeps worker data synchronized across applications.

Workday Employee Hub

Hub Workshop

Kitepipe uses a workshop approach to engage stakeholders, define scope, design Hub, and develop phases.

Initial Load

Initial loads to refine model and address data quality issues.

Build Hub and Spokes

Create hub model, and develop spoke processes.

Update and UAT

End-to-end testing of use cases.



How-Tos: Data Quality Considerations for Implementing the Hub

Kitepipe finds that 5 to 10% of workers have inconsistent, duplicated or missing data.

Why You Should Care

Do you have time to pull together Excel spreadsheets on worker data? These are necessary for HIPAA, SOX, GXP, and internal audits.

Plan for Data Quality Issues

Correcting worker data can be a large effort.

Risk Mitigation

Detect unauthorized accounts, access, permissions, and data differences.

Proactive Detection

Know when worker data is out of alignment across systems.

Approvals

Workflow and approvals mean no surprises.

Logs

Access change logs that track every mastered field level change in every system.

How-Tos: Define the Events When Implementing the Hub


Employee Hub Use Cases


Startup/Update/Terminate


#	Scenario	Contribution System Action	Distribution System Action
1	New Pre-hire FT Employee enters Workday	Picked up by Future Starts source - Created in MDM	Create Internal User In AD; Assign to Security Groups; Assign License; Upload Photo; Send iPhone email; Send new user ticket to helpdesk; Create user in ERP on Hire Date
2	New Pre-Hire Contingent Worker Enters Workday	Picked up by Future Starts source - Created in MDM	Create Internal User In AD; Assign to Security Groups; Assign License; Upload Photo; Send new user ticket to helpdesk; Create user in ERP if Purchasing flag is set
3	New Immediate FT Employee enters Workday	Picked up by WD Employee source - looks for match to Golden record - goes to Stewardship if none found;	None until Cleared by Steward; Assumes that User is fully provisioned already
4	New Pre-Hire Contingent Worker Enters Workday	Picked up by WD Employee source - looks for match to Golden record - goes to Stewardship if none found;	None until Cleared by Steward; Assumes that User is fully provisioned already
5	New Vendor created in AD manually	Picked up by AD source - Quarantined in MDM	None until Cleared by Steward; Assumes that User Record is complete
6	New Internal or Service Account created in AD manually	Picked up by AD source - Quarantined in MDM	None until Cleared by Steward; Assumes that User Record is complete
	New Vendor or internal account created in AD manually with		None until Cleared by Steward; Assumes that User Record is

Tips: Project Do's and Don'ts

 **Dont Overestimate Your Data Quality**
Often the largest effort in Employee Hub is cleanup of employee data.

 **Do Define the Domain/Models**
Employee data is key, but you can also master cost centers, departments, roles, and other HR reference data.

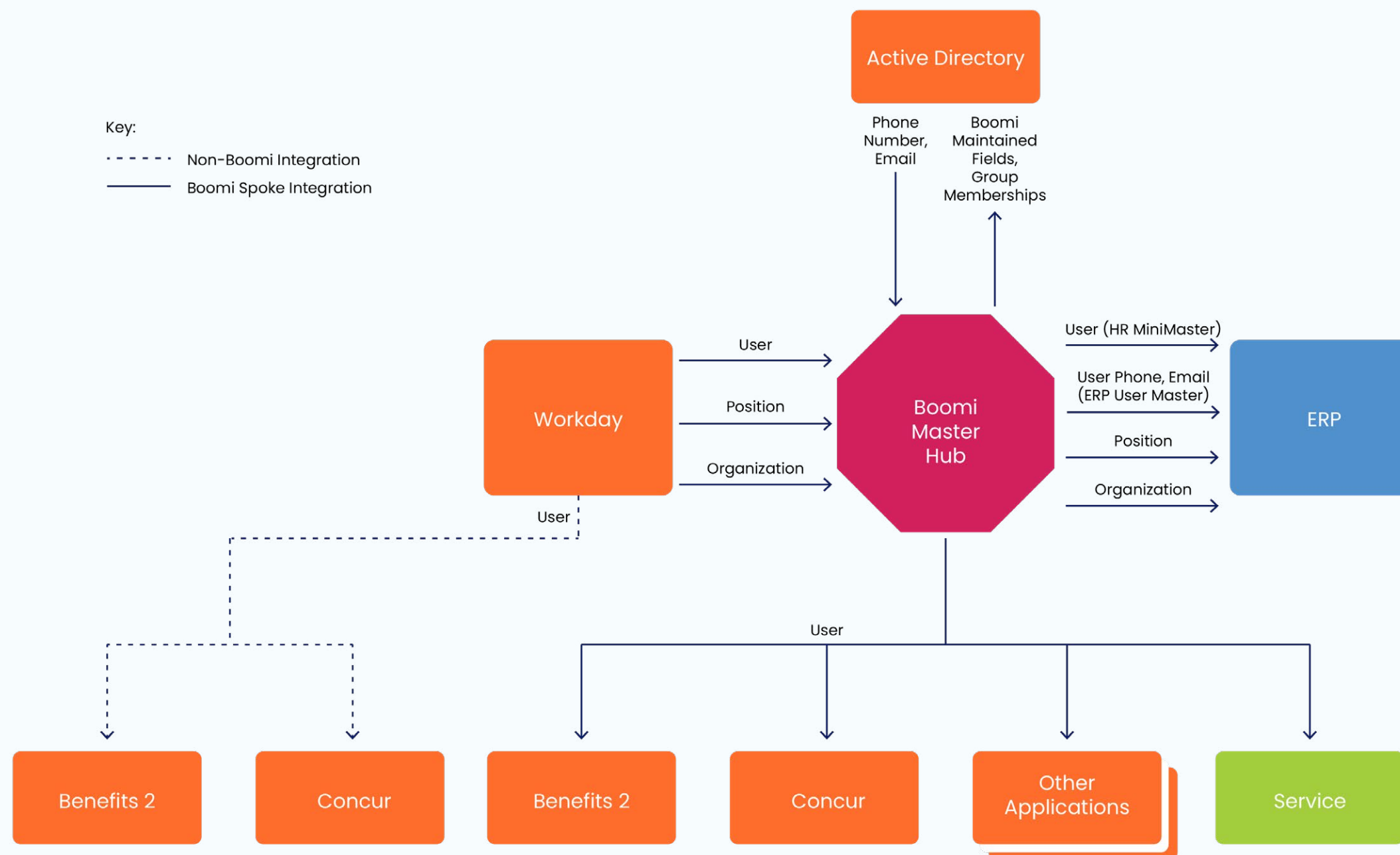
 **Do Phase the Project**
We recommend an initial focus on the onboarding event, with two or three application endpoints (Workday, AD/Okta, another).

 **Do Define the Events**
Identify the employee/worker event and the desired outcomes.

 **Do Engage a Partner**
Access the skilled services team at Kitepipe to get your project off to a great start.

Results Workday Employee Hub

Sample Architecture: Workday, Hub, AD, ERP and Applications



Conclusion: Benefits

Comprehensive

Boomi processes access any accessible system.

Quick to Implement

Pre-built model and integrations.

Flexible/Extensible

Extend model and number of applications managed.

Affordable

Much less than specialized Identity Management Platforms or Workday integration studio.

Low Impact/Low Footprint

All cloud based - no provisioning.

Low Cost of Ownership

Hub and spoke model much easier to maintain.

Proven Solution

Boomi and Kitepipe deliver a proven solution.

Next Steps:

Schedule a Workday Employee Hub Discovery Session

Learn how quickly a Data Mastering Solution from Kitepipe and Boomi can help you get control of your worker data and permissions.

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Workday Employee Hub

About Kitepipe

Kitepipe is an Elite-Level Boomi Implementation Partner that focuses exclusively on all things Boomi. The Kitepipe delivery team is all North America based, and executes 120+ Boomi projects a year. Our focus on Boomi technology and project execution means that our customers have access to the top Boomi developers and Best Practices.

Author's Note

About the eBook

In this eBook we have distilled many thousands of hours of Workday integration experience. The intent is not to enable you to implement this model, but to communicate what is possible with the Boomi Hub and Workday. If you are interested in learning more - give us a call.

About Larry Cone

Kitepipe founder and CEO, Boomi developer, architect and instructor; author of the Boomi architect training curriculum; speaker and thought leader on cloud integration architectures.

Larry Cone
Chief Architect, Kitepipe
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