Workday Cloud Connect for Third-Party Payroll.

Workday was founded with integration as a core design principle—we believe connecting to your other applications should be simple. Workday Cloud Connect for Third-Party Payroll eases the challenges of payroll integration by enabling organizations to connect to any third-party payroll provider around the world. Workday Integration Cloud enables customers and partners to build integrations and then deploy them to the cloud without the need for any on-premise middleware.

Maximize your options.

Organizations often have different payroll requirements and providers for different countries. Workday supports all customers, no matter which payroll providers they select. Workday Cloud Connect for Third-Party Payroll supports organizations that use Workday Human Capital Management (HCM) globally but choose to utilize non-Workday payroll applications—users can still expect a secure, accurate, and efficient connection to the third-party payroll application of their choice. In addition, Workday Cloud Connect for Third-Party Payroll reduces the costs associated with deploying, integrating, and managing third-party payroll applications. It also gives your employees, admins, and managers one secure place to access the data they need using Workday as their global system of record.
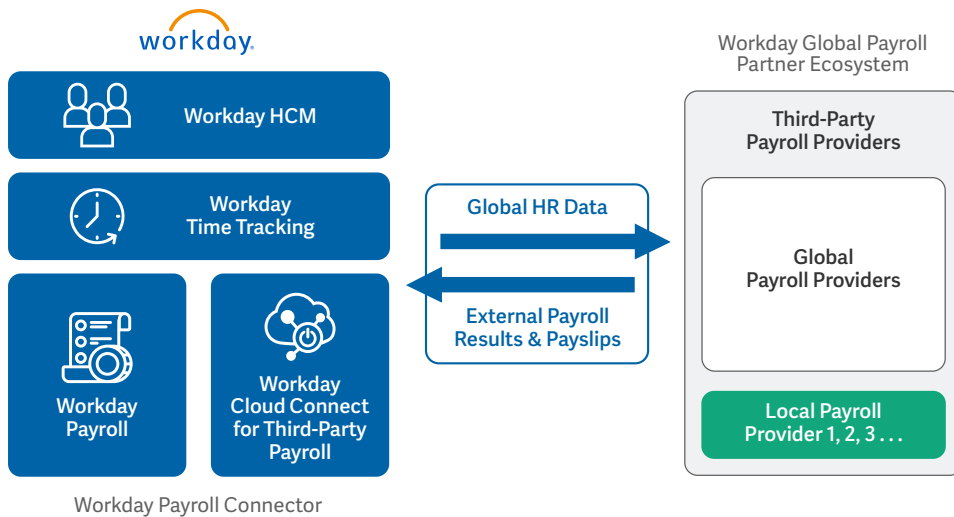
Third-party payroll connectors.

Workday offers third-party payroll connectors that provide a way for customers to integrate bidirectionally to any third-party payroll application. There are several third-party payroll connectors, including the payroll interface connector and payroll effective change interface, both of which support Workday HCM features and data models required by external payroll applications. The payroll interface connector also offers web services that identify and transfer Workday HCM events that affect payroll. With these configuration capabilities, Workday can streamline and simplify the complexity of integrating with external payroll applications.

Key Benefits

- Connect to any number of third-party payroll applications, including global payroll providers.

- Enable seamless access to external payslips, tax documents, and other payroll-related documents via employee self-service.

- Enable global payroll labor cost reporting and analysis in a single currency using imported external payroll results.

- Configure Workday HCM via integration fields to maximize alignment with and ease of data transfer to vendors.

- Leverage integration templates to create new integrations for sending data changes to vendors.

- Capture data changes within a pay period and include them in the integration outputs.

Workday Payroll Connector

For integration to ERP and other systems that require effective-dated records, the payroll effective change interface enables extraction and reporting of all Workday events. This simplifies integration and reduces implementation costs while ensuring data integrity.

The payroll interface connector enables you to:

- Capture all personal and job/position data within Workday HCM
- Assign employees to the appropriate pay groups directly
- Define earnings and deductions, benefits plan deductions, pay periods, benefits, and allowances to match your organization's required structure
- Organize pay groups to match the requirements of the payroll application
- Configure and populate custom payroll fields required by the payroll application
- Define transactions as one-time or one-off payroll events
- Transfer only the Workday HCM events that impact the payroll application for processing
- Restrict the amount of data transferred to the changes that occur within a time increment for a specific employee pay group
- Format the data and validate that it conforms to the payroll application requirements
- Run an audit report to see exactly which data was captured, selected, and sent to payroll

Additionally, because the payroll interface connector is bidirectional, organizations can import data such as payroll results, payslips, and year-end tax statements from a third-party payroll provider back into Workday HCM for a comprehensive view of payroll data across the global workforce. This new level of insight allows users to analyze data for more effective decision-making about how to:

- Improve cash forecasting
- Compare actual to budget
- Optimize pay ranges
- Manage allowances and overtime policies
- Better understand the true cost of the global workforce

Global Payroll Cloud Partner program.

To make integration easier, Workday offers prebuilt integrations to certified partners through Workday Cloud Connect for Third-Party Payroll. Workday-certified partners build, offer, and maintain bidirectional integration, allowing payroll results to be displayed in Workday. Customers gain a global view of payroll actuals from Workday while using local payroll providers that offer the level of service customers want and help them optimize their global strategy. Learn more about Global Payroll Cloud.

Simplifying payroll.

Ensuring a clean, configurable, bidirectional integration between your core HR system of record and your external payroll provider is important. With built-in Workday HCM features, configurable web services that identify only the relevant transactions to transmit, and validation tools to ensure accuracy and completeness, Workday Cloud Connect for Third-Party Payroll enables organizations to streamline payroll, reduce payroll operating costs, and deliver a seamless and consistent experience to all workers globally.

To learn more, visit: Workday Global Payroll Partners.