



Workday Payroll for France

Workday Payroll for France addresses the full spectrum of enterprise payroll needs. It offers the flexibility, control, and insight you need to support the unique aspects of your organization.

Leverage Your Investment in Workday Human Capital Management

Workday Payroll was designed as part of Workday Human Capital Management (HCM). A unified Workday Payroll and HCM application helps you maximize your overall investment.

- Take advantage of Workday's core system-of-record for worker data across HCM and payroll to manage job changes, terminations, and life events.
- Leverage a unified self-service application. Employees can request time off and check online pay slips from the same application on a browser or mobile device.

Flexibility to Address Unique Requirements

Traditional payroll applications provide hard-coded, out-of-the-box packages that are often unable to accommodate specific business needs. Workday's flexible and intuitive configuration supports your organization's advanced requirements.

- Robust calculation engine: Run payroll calculations as often as you want with Workday's powerful payroll calculation engine that's built to handle the most complex payroll requirements. Payroll processing time is drastically reduced from hours to minutes.
- Highly configurable: Set up accumulations, balance periods, and balances according to your current calculation and reporting needs. Arrange workers into logical pay groups according to the needs of your organization.
- Role-based and segment-based security: Access pay results with configurable role-based permissions. Configurable security improves collaboration, giving business partners outside of the Payroll department the ability to provide input and view results before payroll completion.

Key Benefits

- Leverage a modern calculation engine to handle complex requirements.
- Define processing criteria for pay runs and run multiple pay groups together.
- Perform comprehensive audits before final payroll run.
- View prebuilt reports for insights into payroll results.
- Get automatic tax updates through a cloud delivery model.
- Support DSN reporting—use Déclaration Sociale Nominative (DSN).

Complete Control to Manage Payroll

Workday Payroll provides complete control over your payroll processes, data, and costs. Eliminate the pain points found in traditional systems with intuitive payroll setup and management tools.

- Control over process: Manage how gross-to-net is calculated for different types of payroll runs. Define criteria for specific earnings and deductions.
- Control over data: Quickly access pay results for any worker or period. Run common predefined reports such as pay balance summary and pay calculation results.
- Control over cost: No more cost-prohibitive charges for reports, pay components, or calculations from service bureaus. No more costly and time-consuming mandatory upgrades from ERP providers.



Run standard, prebuilt payroll reports or customize your own.

Actionable Insight with Payroll Analytics

Workday Payroll includes built-in analytics, allowing you to run reports and audits on all payroll data. Retrieve and act on payroll data to make immediate adjustments.

- Automated audits: Users can define audit criteria and create audit reports at the summary, pay group, or worker level. Set up comprehensive audits embedded into payroll results and drill into audit alerts to investigate details.
- Visibility into actual costs: Companies can now see what they are spending on workers globally. Compare payroll results across periods. Take action on a pay calculation result via a one-click report.

Workday Global Payroll Cloud Partner Program

Global companies that require payroll solutions beyond Workday's native payroll offerings in France, UK, U.S. and Canada can take advantage of our Global Payroll Cloud partner program. Workday Global Payroll Cloud partner program helps reduce the costs associated with deploying, integrating, and managing third-party payroll solutions.

To make integration easier, Workday offers prebuilt integrations to 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 benefit by gaining a global view of payroll actuals from Workday, while still being able to use local payroll providers in each country that offer their desired level of service.

Workday Payroll for France

Payroll Processing

- Calculate on any earning, deduction, or accumulation for any time period.
- Calculate in either a batch mode for pay groups or at a worker level with one click.
- Determine how gross-to-net is calculated for different types of payroll runs.
- Define criteria for specific earnings and deductions, including gross-up calculations.

Earnings and Deductions

- Unlimited number of earnings and deductions.
- Ability to define a set of rules for earnings and deductions.
- Intuitive mapping to compensation elements or benefits from Workday HCM.
- Eligibility criteria and scheduling logic for accurate processing.
- Flexible worktag feature for identifying unique allocations.
- Labor allocations splits at the employee, position, and earning level.
- Ability to manage employer contributions, social security (URSSAF), unemployment (Assedic), garnishments, and pension (ARRCO, AGIRC).

Accumulations and Balances

- Easily add or modify accumulations.
- Define balance periods, even after periods have been processed.
- Report on balances and accumulations.

Audit and Reporting

- Run common predefined reports such as pay balance summary, pay calculation results and payroll register.
- Configure reports to display any earning, deduction, or balance values.
- Create audit reports at the summary, pay group, or worker level.
- Define criteria to perform audits against pay results.
- Compare payroll results across periods.
- Take action on a pay calculation result via a one-click report.
- Configure specific earnings or deductions views for select security groups (e.g., managers, benefit partners).
- Export any page or report directly to Excel or a PDF with a single click.

Accounting and Compliance

- Configure payroll chart of accounts and define account posting rules.
- Perform drilldown analysis with the payroll accounting report
- Use worktags for easy allocation to projects, cost centers, funds, grants, custom organizations, and so on.
- Deliver tax updates seamlessly and automatically using the Workday cloud model.
- Configure, audit, preview, print, and file DSN.



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