

Cloud Connect for Third-Party Payroll

Workday was founded with integration as a core design principle – we believe that connectivity to your other applications should be simpler than it is today. Workday is committed to easing the burden of payroll integration with Workday Cloud Connect for Third-Party Payroll, which enables organisations to connect to any third-party payroll provider around the world. Workday’s Integration Cloud enables customers and partners to build and deploy integrations to the Workday Cloud without the need for any on-premise middleware.

Maximise Your Options

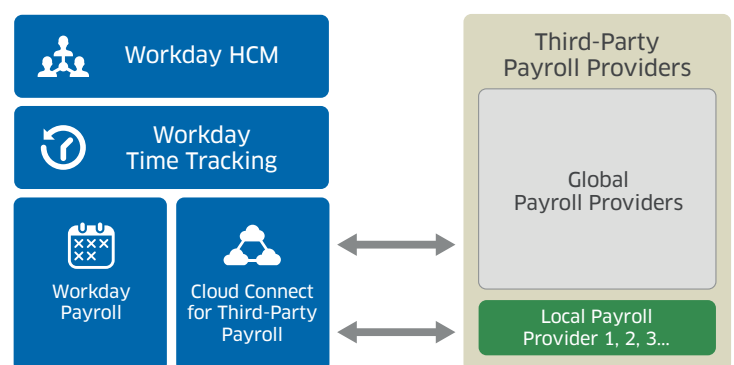
Organisations often have different requirements and payroll providers for different countries. Workday is committed to supporting all customers, no matter which payroll providers they select. Cloud Connect for Third-Party Payroll supports organisations that use Workday Human Capital Management (HCM), but choose to utilise non-Workday payroll applications. With Cloud Connect for Third-Party Payroll, organisations securely, accurately and efficiently connect their data to third-party payroll applications. In addition, Cloud Connect for Third-Party Payroll reduces the costs associated with deploying, integrating, and managing third-party payroll applications.

Payroll Connector

The Workday Payroll Connector provides a way for customers to integrate bi-directionally to any third-party payroll application. It consists of Workday’s Payroll Interface Connector and Payroll Effective Change Interface, both of which support Workday (HCM) features and data models required by external payroll applications. Workday’s 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 Features and Benefits

- Connect to any number of third-party payroll applications, including global payroll providers
- Import payroll data from third-party payroll applications into Workday HCM
- Enable seamless access to external payslips via employee self-service
- Enable global payroll labour cost reporting and analysis in a single currency
- Configure Workday HCM to maximise alignment and ease of data transfer between applications
- Leverage a standard Payroll Interface Output File as a foundation for new payroll integrations
- Extract all Workday events with effective dates in the sequence that the events occurred



For integration to ERP and other systems that require effective-dated records, Workday's Payroll Effective Connector Interface enables extraction of all Workday events with effective dates in the sequence that they occurred. This simplifies integration and reduces implementation costs while ensuring data integrity.

With Workday Payroll Connector you can:

- Capture all personal and job/position data within Workday HCM.
- Assign employees to the appropriate pay groups directly.
- Define Earnings and Deductions, Benefit Plan Deductions, Pay Periods, Benefits and Allowances to match the required structure for your organisation.
- Structure pay groups to match the requirements of the payroll application.
- Configure and populate custom payroll fields that are required by the payroll application.
- Define transactions as one-time or one-off payroll events.
- Transfer only HCM events that have a payroll impact to 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 and validate the data to conform to the requirements of the payroll application.
- Run a Payroll Data Audit to see exactly what data was captured, selected and sent to payroll.

Additionally, the bi-directional nature of the Payroll Connector enables organisations to import data from a third-party payroll provider back into Workday HCM, providing a comprehensive view of payroll data across the global workforce. This new level of insight will allow users to analyse data in support of more effective decision-making, such as:

- Improving cash forecasting
- Comparing actual to budget
- Optimising pay ranges
- Managing allowances and overtime policies
- Better understanding the true cost of the global workforce

Global Payroll Cloud Partner Programme

To make integration easier, Workday offers pre-built integrations to partners through Cloud Connect for Third-Party Payroll. Workday-certified partners build, offer and maintain bi-directional 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 their desired level of service. Learn more about [Global Payroll Cloud](#).

Simplifying Payroll

Ensuring a clean, configurable, bi-directional 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, Cloud Connect for Third-Party Payroll makes integrating with payroll providers faster, easier and simpler for your payroll department.

