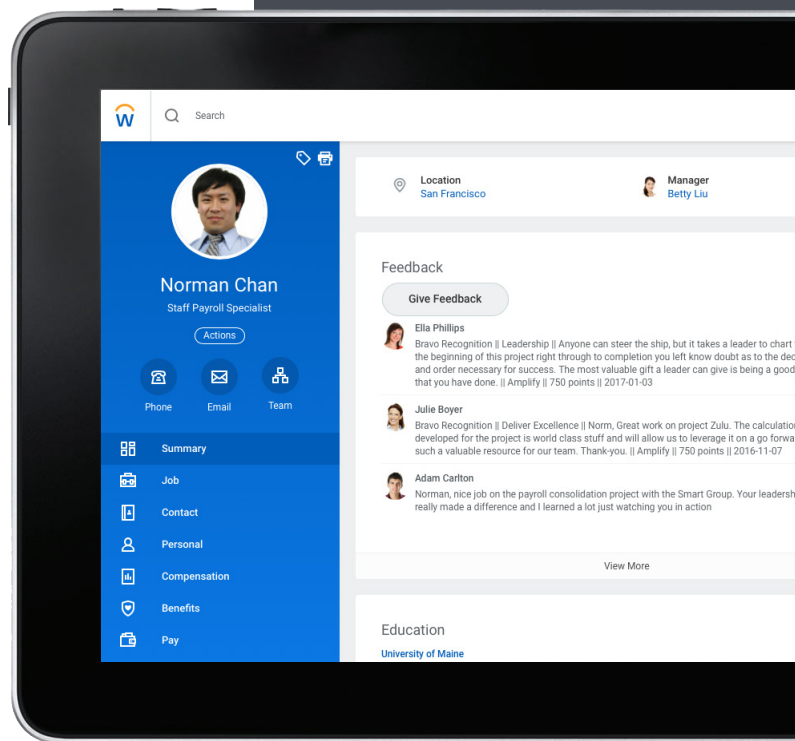




# Workday Integration

Workhuman's certified, pre-built and bi-directional integration with Workday's human capital management and payroll platform provides a seamless, flexible, and dependable integration that facilitates faster program deployment, reduces maintenance requirements, provides greater compliance, and allows real-time data exchanges. Our integration reveals never-before-seen talent insights based on crowdsourced feedback, and provides a complete view of employee performance.

The integration allows information to flow continuously and securely between your Workday HCM and Workhuman recognition platforms. Employee and organization data from the Workday platform is passed through to Workhuman to create and manage a Social Recognition program. In turn, Workhuman's award data is passed to the Workday platform for seamless payroll processing and talent management activities.



## KEY FEATURES

The integration includes sophisticated, pre-mapped data feeds between the client's Workday and Workhuman platforms to eliminate custom data file development:

### **Workday to Workhuman Data Feed**

An automated data feed from the client's Workday HCM platform to the Workhuman platform contains all employee and organization data required to implement and manage a Social Recognition program on the Workhuman platform.

This data feed includes all data necessary to define and manage program business rules for award eligibility, employee roles, reporting hierarchies, award approvals, etc.

### **Workhuman to Workday Data Feed**

An automated data feed from the client's Workhuman Social Recognition program contains all award activity data required for the client's talent management, payroll tax, and other financial management activities.

The integration automatically creates a One-Time Payment record for each award in the data feed to support compensation and internal billing based on the award nominator's or recipient's cost center. In addition, the integration can automatically create Workday Payroll and Payroll interface (i.e., for use by third-party payroll providers) records.

The integration also automatically creates an Anytime Feedback record in Workday for each award in the data feed to enhance the employee profile with valuable crowdsourced performance feedback data.

Flexible business configuration settings enable clients to quickly and easily control the mapping of employee and organization data from Workday to Workhuman and the processing of award activity data from Workhuman to Workday to meet their unique needs.

Today, leading companies are gaining a complete view of employee performance by integrating their Workhuman Social Recognition programs with Workday.

## Key benefits

- Accelerates data exchange implementation from weeks to days
- Eliminates custom development requirements to reduce IT resource needs
- Supports oversight and governance with seamless payroll integration
- Gives managers a complete view of employee performance

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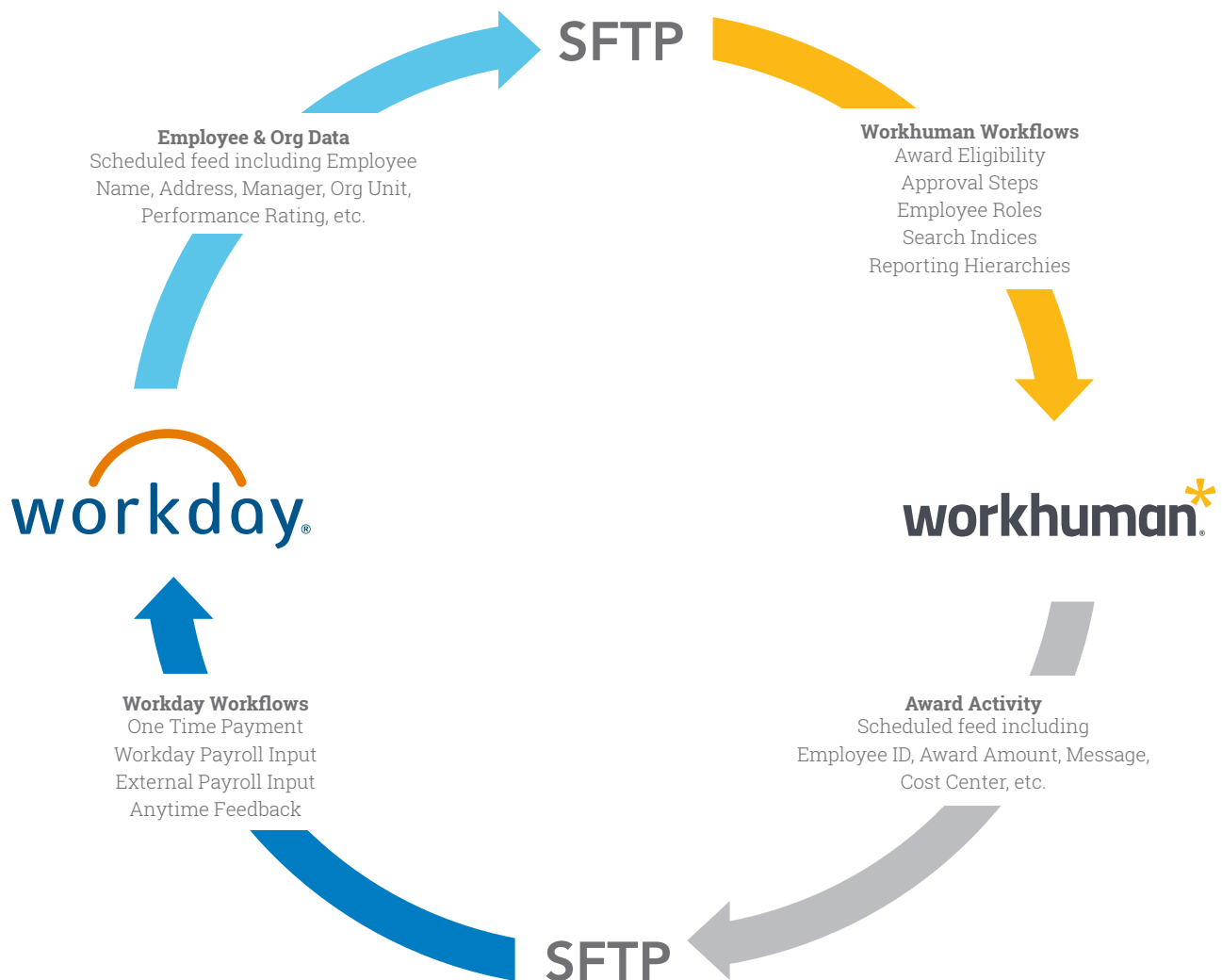
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## WORKHUMAN-WORKDAY INTEGRATION SPECIFICATIONS

The Workhuman-Workday Integration is built on Workday's proprietary Studio development tool, which allows for sophisticated and highly customizable data integrations to and from Workday via SFTP.

The Workhuman-Workday Integration deliverables provided include:

- Integration Overview and Configuration Guide
- Technical Installation Guides (e.g., for inbound employee and org data feed to Workhuman and outbound Workhuman award activity data feed)
- Integration code files

# WORKHUMAN-WORKDAY INTEGRATION SPECIFICATIONS

## Install

Client\* installs Integration Code Files to Workday tenant to create data feeds per "Technical Installation Guides"

\*Or client's systems integrator

## Configure


Client\* configures business configuration settings for data feeds per "Integration Overview and Configuration Guide"

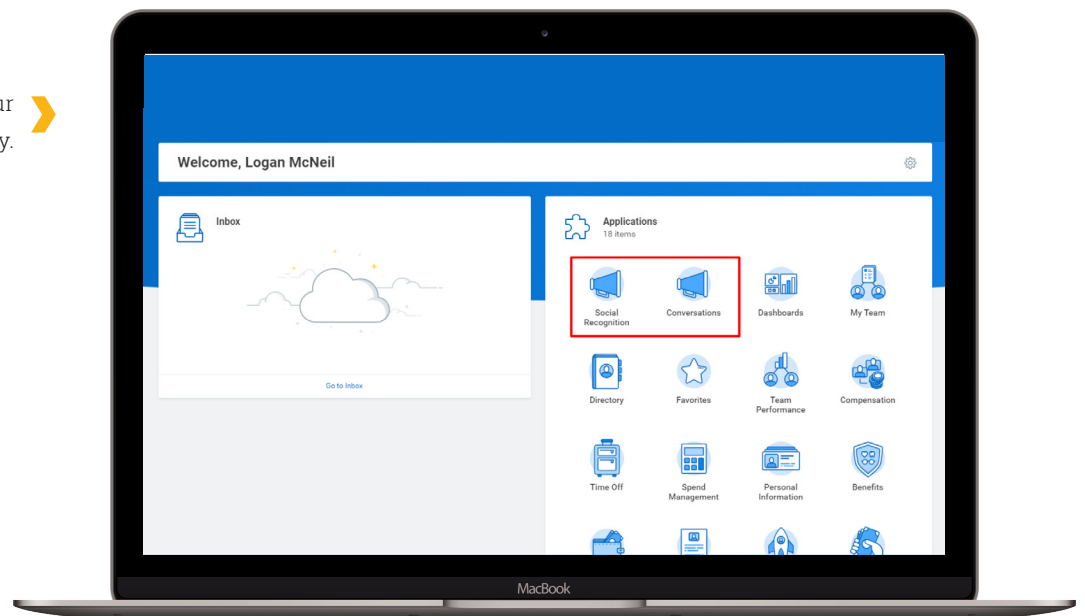
## Test

Client and Workhuman test data flow (technical) and results of data passed (business rules and objectives)

## Production

Automatic, scheduled transfer of employee data feed from client to Workhuman and award data feed from Workhuman to client

Customize the homepage to access our programs directly from Workday. 



Want to learn how a Workhuman-  
Workday integration can help you?  
Let's connect.

**workhuman**

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Or read more on our blog: [workhuman.com/whblog](http://workhuman.com/whblog)