

Workday-Work.com Employee Onboarding-Offboarding Process Template



Business Problems Solved:

- Automate the creation or updating of organizations in Work.com, an internal organization unit of Salesforce, from organizations in Workday
- Automate the creation or updating of locations in Work.com from locations in Workday
- When a new employee is onboarded:
 - Automate the creation of a new employee in Work.com when a worker (both regular and contingent) is hired in Workday, associating the employee to the appropriate corresponding organization and location
 - Update an existing employee in Work.com when the corresponding worker is updated in Workday (excluding termination)
- When an employee is offboarded:
 - Update the corresponding employee (both regular and contingent) in Work.com and set the status to 'terminated' when a Workday worker is terminated

Business Outcomes:

1. Harmonization of data between Workday and Work.com, eliminating manual reconciliation with automation
2. Accelerated management of core HR onboarding and offboarding practices
3. Increased productivity for HR stakeholders by automating the flow of employee data updates

Pre-Packaged Template Value to Customers:

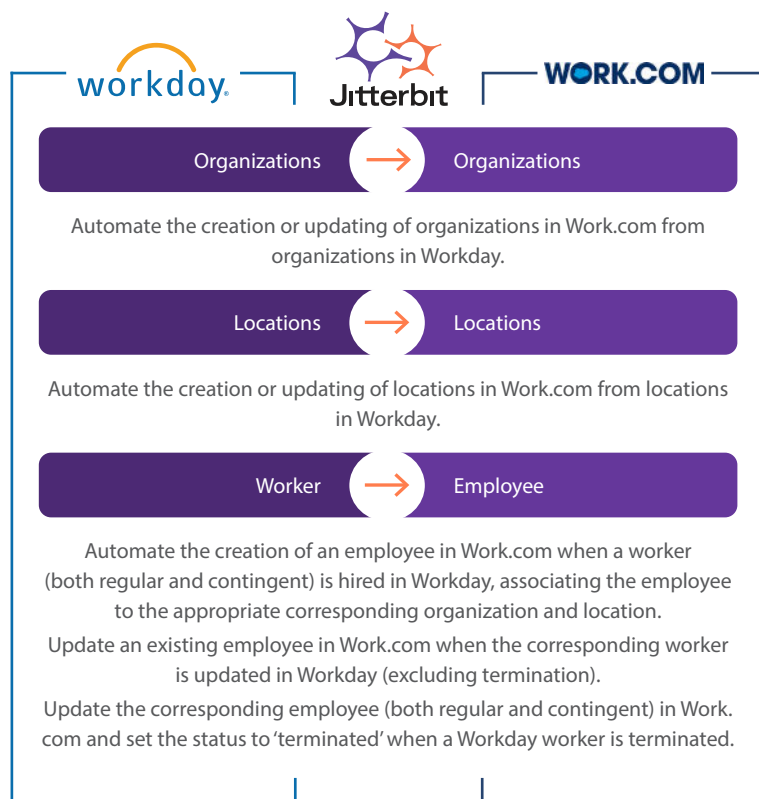
1. Packaged solution speeds employee processing requirements for HR and other key stakeholders and reduces technical support requirements
2. Easy customization on top of pre-packaged templates
3. Pre-built integrations accelerate deployment time by 50-80%, lowering costs

Introduction

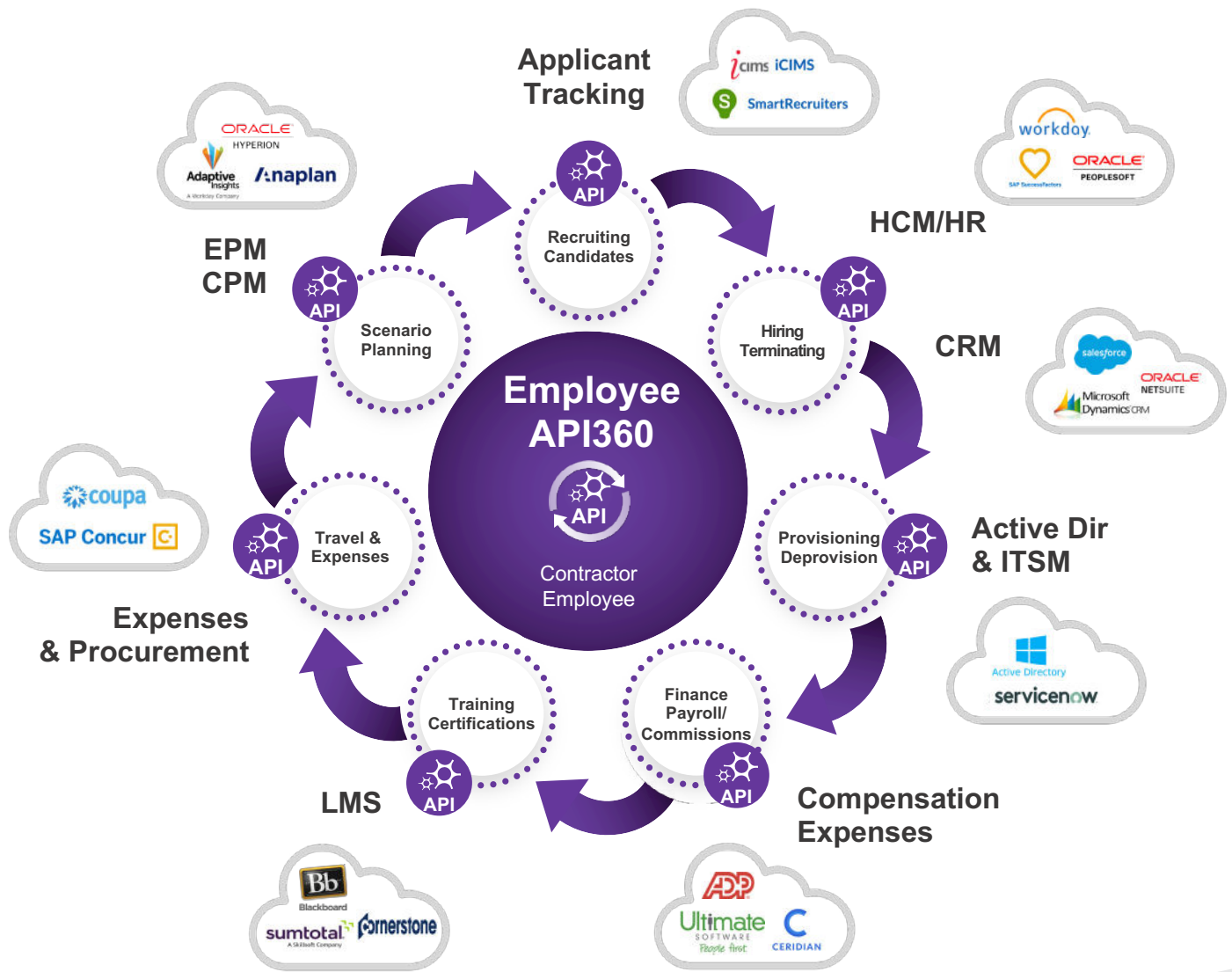
Onboarding or offboarding an employee is a combination of many different overlapping processes. It typically includes setting up new employees in Human Resource Management systems, expense management systems, payroll management systems, and benefits administration systems, just to name a few.

For every new employee joining or leaving an organization, HR and IT departments are under pressure to repeatedly interact with these processes, manually. They are also under pressure to do so error-free, so that there is no delay in time-to-productivity or decrease in morale. As a result, many organizations are turning to low-code development platforms to speed up the interchange of information between discrete employee onboarding systems, using automated onboarding processes to remove much of the manual labor that's been the bane of many human resource divisions.

Jitterbit's Workday-Work.com Employee Onboarding-Offboarding Template is designed to simplify the onboarding and offboarding process not only for HR executives, but for the employees they manage. It automates key data flows and processes between two popular HR applications: Workday, and Work.com. As a result: harmonization of data between these two systems occurs, eliminating the need for manual reconciliation with automation. It also accelerates the management of core HR onboarding and offboarding practices, and ultimately increases productivity for HR stakeholders.



The API Lifecycle of an Employee



According to HR industry analysts, the average company has between 60 and 100 systems that need to be integrated. To stay competitive, Jitterbit Harmony connects data, people and devices together to streamline HR business processes and enable a seamless Employee 360 experience.



About Jitterbit

Jitterbit, the API transformation company, makes it quicker and easier for businesses to exploit data from any source, empowering them to rapidly innovate and make faster, more effective decisions. The Jitterbit API integration platform enables companies to quickly connect SaaS, on-premises, and cloud applications and instantly infuse intelligence into any business process.

To learn more, visit jitterbit.com or call 1-877-852-3500. You can also follow us on [Twitter](#) or read our [blog](#).