

PwC Integration Framework

Supporting End2End HCM
processes across Workday and SAP

Implementing Workday but still using SAP HCM for local processes like payroll or time management is a challenge for your End2End processes. PwC will assist your company with a sophisticated integration solution.





The Challenge

Workday offers a payroll solution for United States, Canada, France and the United Kingdom. For all other countries a payroll solution outside Workday is needed. Many companies are using SAP HCM as payroll engine today. To avoid double entries and data inconsistency, an automated integration across Workday and SAP is vital.



Our Solution

The PwC Integration Framework is an integration solution that supports E2E Business processes across Workday and SAP. An advanced AddOn of the SAP HCM system enables effective replication of data from Workday to SAP or from SAP to Workday.



Our Approach

Using Webservice technology allows multiple interactive data calls within one replication run. That enables process-based replication and supports best an End2End Process by context-specific mapping rules.

The framework approach gives every customer high flexibility to configure specific business logic with comparable small implementation effort.

Your benefits with our Workday SAP Integration



Change Detection

Completed Business Processes are used to detect changes and allows to run the replication several times a day without increasing total run times.



Quality Assurance

WebService and Mapping functionality can be used independently from any Business Processes trigger to support additional quality assurance.



Manual Follow-Up Activities

SAP Standard monitoring tools (Payroll Control Center) or Third-party Add-On tools can be used to trigger manual follow-up activities in SAP HCM.



No File Handling

As both systems have sophisticated technical capabilities to handle Webservice, no process interruptive file transfer has to be implemented.

How are integration requirements identified?

Identify Workday data needed in SAP

Check which of the Workday data are still needed in SAP to support the remaining SAP processes

Design Workday Business Process

Understand the future Business Process and the data created

Identify the completion step

Understand which data are created when the Business Process reaches the completion step

Identify SAP Infotypes

Identify the SAP infotypes/subtypes where Workday data needs to be stored

Check if the complete infotype/subtype can be mastered by Workday

Check if all data fields of the identified infotypes/subtypes can be mapped or generated by Business rules

Re-design payroll process

Identify SAP functionalities which need to be added/removed and identify changes of roles

Identify data which will still be mastered in SAP

Identify infotypes/subtypes which need to be part of the manual follow-up activities in SAP

Our Expertise

Our approach enables us to deliver the business change required to shift the way an organisation operates, while our deep industry application expertise and integration capability with Workday gives us both the understanding and technology required to embed the new solution in a company's system.

Our Integration Framework combines industry blueprints, deep functional expertise, experience-focused change management and unmatched technical acumen to deliver more than a new technology implementation.



**Deep functional expertise
and unmatched technical
acumen**



**Trusted PwC advisors as
Workday's global partner
and client for many years**



**Process-oriented integration
approach to support strategy
and be fit for purpose**

Get in touch

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