

White Paper

# Integrating Workday Cloud with Oracle E-Business Suite

## Project Overview

Tackling the gradual rise of human resources operating costs was a priority for one of the world's leading leading manufacturers of physical network infrastructure. The customer decided to switch from their existing Oracle HRMS system to Workday Human Capital Management (HCM) Cloud, which would be the most effective way to reduce HR OPEX. The bulk of the customer's business operations are run on Oracle E-Business Suite, so it was critical that the integration was done right the first time between Workday and Oracle E-Business Suite.

Based on ennVee's decade-strong partnership with the manufacturing leader, the customer elected to leverage ennVee's deep understanding of the business requirements and Oracle applications environment to execute the integration project. Our objective was to build the real-time and batch mode integrations between Workday and the client's existing Oracle E-Business ERP system to provide the ability to leverage employee information across both systems.

## Solution Approach

Using Oracle Fusion Middleware, ennVee built multiple bi-directional integrations within the client's application architecture framework. This would allow HR and work structure capabilities to straddle the entire HR process, including New Hire, Assignment, Location, Organization, Job, and Approval workflows. These integrations enabled the client to utilize one set of master data between both applications and automatically transfer data between both systems.

## Client Snapshot

- Leading manufacturer of physical infrastructure for Data Center, Enterprise, and Industrial environments
- Operations throughout 112 countries
- Location: Chicago, Illinois
- 5,000 employees
- \$1+ billion (USD) annual revenue

## Tools, Technology, Applications

- Oracle E-Business Suite (EBS) R12.x
- Workday HCM Cloud
- Oracle Fusion Middleware
- Oracle Forms / Reports / SQL Developer

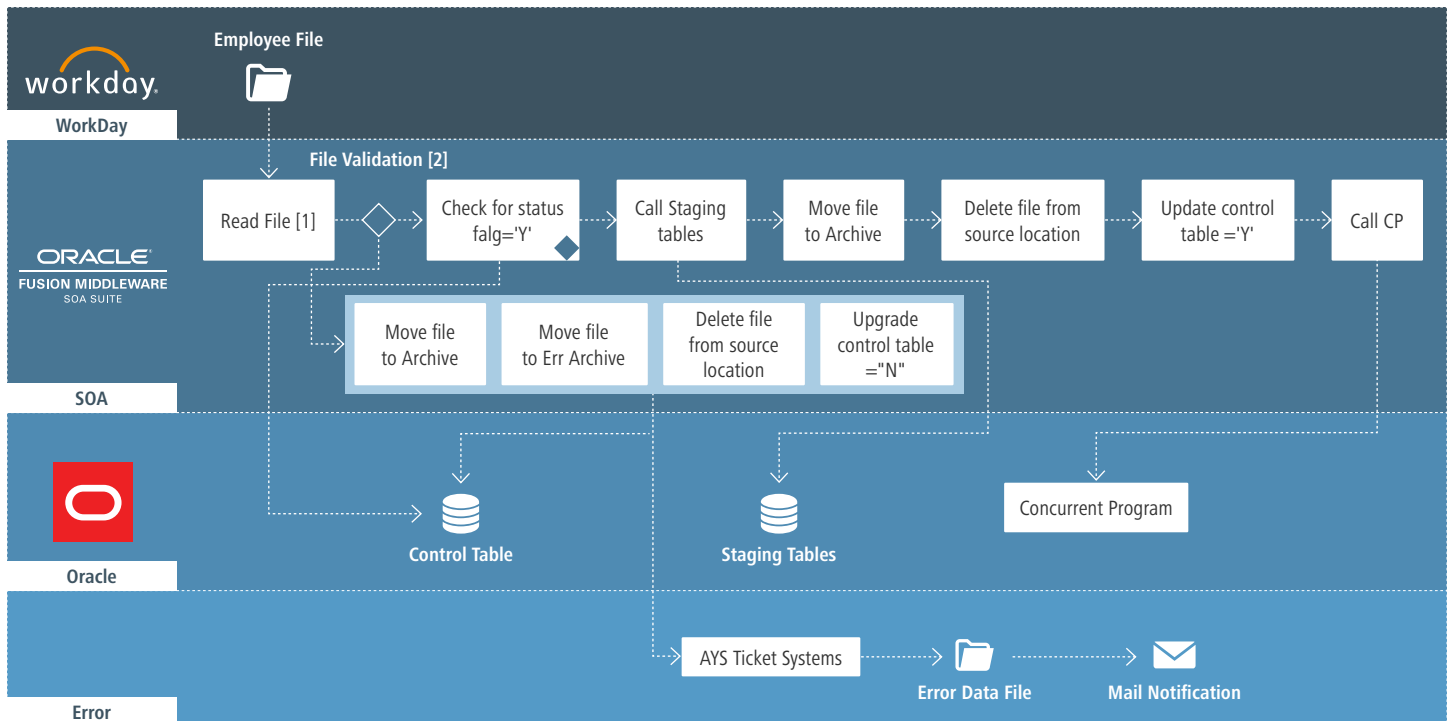


Figure 1

### Solution Process

1. Create new SOA process for Secure FTP transferring data extract file from WorkDay
2. SOA process will validate data for format / size errors and load data into staging table
3. SOA process will create bad data file for records in validation error and send email notification to HR
4. SOA process will archive processed file into archive folder
5. Create new concurrent program to validate and load data in Oracle
6. New interface process to purge staging table
7. SOA process to call Oracle concurrent program to process data
8. New interface process to mark records into errors table as successful/failed and load errored records

### Business Benefits

Overall, the annual total cost of ownership for Workday is significantly lower than Oracle HRMS, which ultimately affords the customer substantial cost savings. The integrated application architecture also allows employee data to flow seamlessly across both systems. Workday's intuitive user interface and cloud availability provides straightforward access to the client's employees, while allowing Oracle E-Business Suite to remain the single source of truth and ensure that HR data is always up-to-date.