

# Integrating Workday HCM Cloud and Oracle E-Business Suite

White Paper • ennVee TechnoGroup Inc

# Tackling the Gradual Rise of HR-related OPEX

## Overview

For one of the top, industry-leading manufacturers of physical network infrastructure, reducing human resources operational expenditures was a priority. Having grown tremendously over the past decade, they had a significant amount of human capital to manage. After switching their Human Resources Management System from Oracle HRMS to Workday, it was critical that Workday was integrated correctly with the client's back-office Oracle E-Business Suite.

ennVee was tasked to execute the integration project based on its deep understanding of the customer's business requirements and Oracle applications environment. Our objective was to build real-time, batch mode integrations between Workday and the client's existing Oracle E-Business ERP system. The end goal was to enable the customer to leverage employee information across both systems without the risk of duplicate data.

## Client Snapshot

- Manufacturer of physical infrastructure for Data Center, Enterprise, and Industrial environments
- Business operations throughout 112 countries
- Location: Chicago, Illinois
- 5,000 employees
- 1+ billion (USD) annual revenue

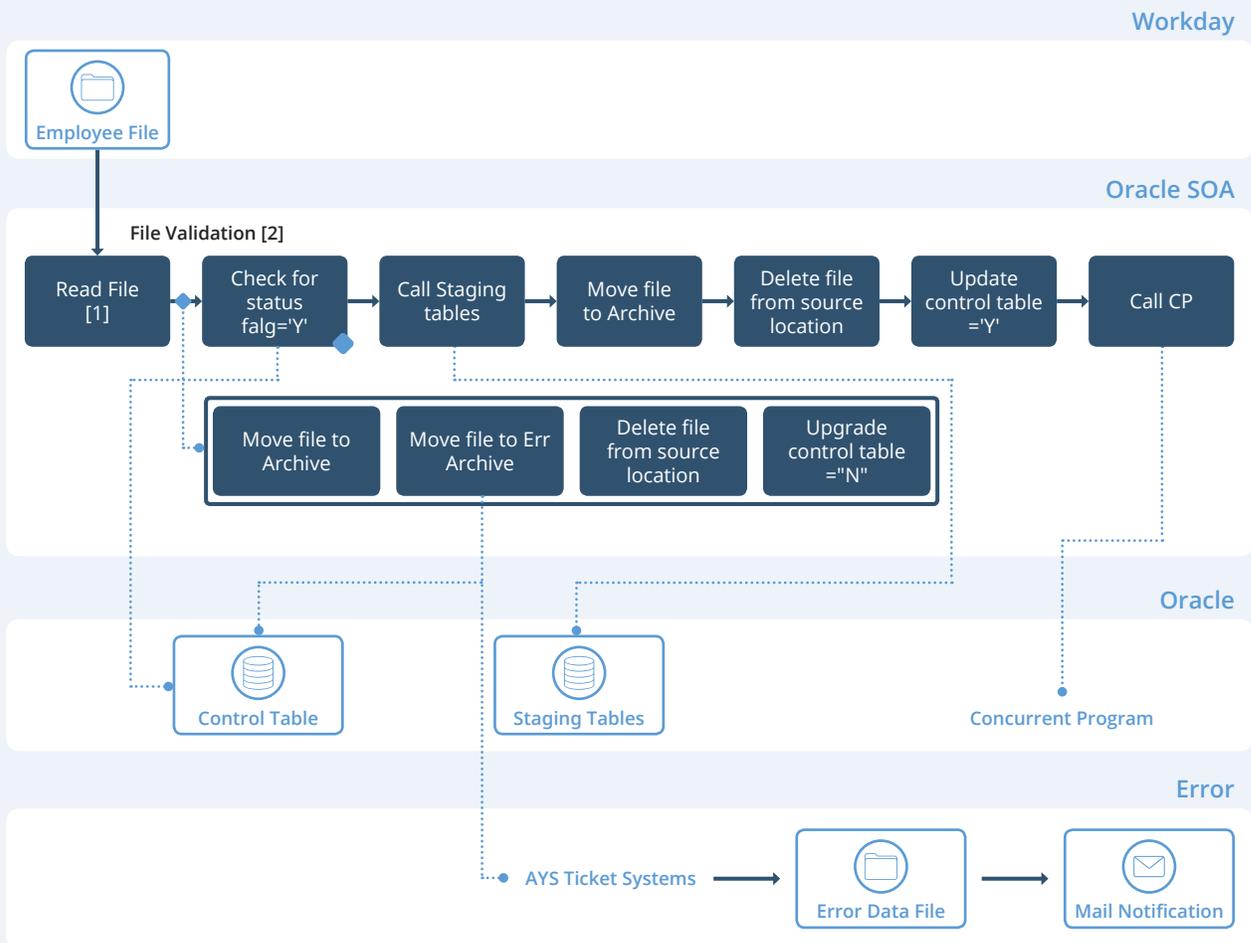
## Project Topology

- Oracle E-Business Suite (EBS) R12.x
- Workday HCM Cloud
- Oracle Fusion Middleware

## 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 would also enable the client to utilize one set of master data and automatically transfer data between both applications.

Figure 1. Workday to Oracle EBS Integration Process



## 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 error records

## Business Benefits

The annual total cost of ownership for Workday is significantly lower than Oracle HRMS, which will help the customer reduce HR OPEX. The integrated application architecture also eliminates redundant data and manual re-entry by providing a seamless flow of employee data across both systems. Finally, Workday's intuitive User Interface and cloud availability provides straightforward access to the customer's employees, while ensuring that the HR data in Oracle E-Business Suite remains up-to-date and the single source of truth.

## Contacting ennVee

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