GlobalPoint

Kronos To Workday Transition Journey

OBJECTIVE

Migration of inefficient Legacy Kronos / ADP absence Systems to Workday Cloud Improves Service and Reduces Costs.

A California based World's largest Solar Energy company had the need to transition multiple legacy tools and decentralized integrations to the Workday® platform.

The team successfully modernized the HCM, Compensation, LoA and absence processes, ESS/ MSS and integrations reduced infrastructure costs, streamlined Onboarding, hiring, compensation planning, benefits enrollment and payroll processing.

During the last 17 years, the company switched several HR systems and processes while it was expanding globally across Asia, EMEA, and the Americas. This led to crippled HR information system that could not provide seamless data HR, Compensation, benefits and pay data, missing important integrations along with Active Directory, hampering the onboarding process and direct impact on downstream finance, payroll, and benefits systems. That led to too many escalations and a ton of manual effort for missing data and overall data integrity. This lag further increased challenges to deploy ever changing Global compensation processes, clean up job codes and thereby bring proper employee satisfaction with harmonized pay grade structures.

> "Just wanted to take a minute to thank you for all GlobalPoint team hard work and dedication to the Workday Implementation Project.".
>
> **- DIRECTOR, HR SYSTEMS AND OPERATIONS**

CLIENT PROFILE

The client was founded in 2006 and transformed the solar industry with their revolutionary microinverter technology, turns sunlight into a safe, reliable, resilient, and scalable source of energy. It shipped approximately 68 million microinverters, and approximately 3.5 million systems have been deployed in more than 145 countries, helping millions of people gain access to clean, affordable, and reliable energy while creating good jobs and a more carbon-free future for everyone.

CHALLENGE

The 17-year-old niche tech company made the decision to sunset legacy "HCM, compensations & Benefits system, absence management within ADP/TMI/TMF systems (while retaining payroll operations), manual integration processes US benefits, and IT based integrations" to move to a single Cloud system on the Workday Recruitment management platform.

TRANSITION PLAN

The company sought a technology partner to help replace its legacy HRIS systems, with a single, cloud-based secured solution that would support hire-2-retire, Job and comp planning, US Open enrollment, and Benefits & Payroll integrations. The migration included sunsetting applications running on Kronos, ADP/TMI/TMF-absence module, active directory-based HR integrations and SharePoint HR applications. The solution needed to accommodate multi capabilities and support rapidly changing job profiles and salary grades, regional and global HR policies and data privacy compliance.

SOLUTION

- ✓ Company had licensed, configured Workday HCM, Compensation and benefits functions to create a Global HRIS system with streamlined Onboarding to Payroll processing and function Open enrollment for US employees. Blueprint a brand-new process tailoring Position management, Requisition creation and approval workflows, career site build for candidate experience and ATS.
- ✓ Customized the Recruiter platform or ATS with prominent features including cascading picklists and auto population of Position org structure, workflows and user-friendly recruiter pipeline.
- ✓ Customized the Drug testing and Background check workflows that can be easily triggered by Recruiters or administrators.
- ✓ Developed completely new Career site for the company and provided world class search for openings, candidate profiles. Integrated the Career site candidate profile to ATS platform dynamically.
- ✓ In 5 mins, a requisition can be raised, approved, posted to career site and also to all global career sites like Career builder, LinkedIn etc.
- ✓ Developed extensive reports for candidate / position/ screening statuses, background and drug testing results etc.
- ✓ Automated the upload of new cost centers from Oracle-Fusion finance systems and Org objects without manual intervention.
- ✓ Onboarding (new hire) process drastically reduced with seamless integration AD.
- ✓ 75 percent reduction in operating expenses
- ✓ Set platform Compensation market analysis, planned and active salary grades.
- ✓ 200 percent increase in data integrity across US benefit carriers, Payroll systems, reporting HR Operations.

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CUSTOMIZED SOLUTION

Our team was selected because it has a successful track record of helping any organization manage smooth, cost-effective HR digital transformations with a dedicated Workday HR & Compensation practice and in-depth experience in HR processes, data conversion and automation testing they were able to translate our needs into effective action. The project involved moving client information from the aging processes and HR system to more advanced secured Workday solution, while retaining the processes or enhance them on need basis. Workday experts conducted a comprehensive analysis of the legacy systems, gathering the information needed to build a new solution aligned with operational and business requirements. Workflows were designed to meet the specific needs of Onboarding, hire-2-retire and one-time payments in compensation. The resulting HRIS Cloud solution includes HCM, Compensation, US Benefits, Benefits Open enrollment, absence management, SSO and integration with 20+ down & upstream systems. The internal Audit team was convinced after deploying Kainos audit tool and connecting with Workday security module. Team deployed strong Testing strategy with 1600+ test cases meeting regional and global process requirements and integration files validation. Closely worked with Workday deployment team and release the production system to 3000+ employees.

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The migration to Workday Cloud was on-time and on-budget. It has reduced operational costs, speed service to customers, and provided these additional benefits:

• Enterprise users can now access cloud-based applications more quickly, from virtually any internet-connected device

 • The company has improved its employee relations and satisfaction right from Onboarding, Workday employee and Manager self-service features, pay & comp models, much easier transactions for HR Ops.

 • Global and local Reports are more accurate and take less time and resources to create, improving management decisions and increasing transparency across the organization

• Integration with third party systems is streamlined with the use of the Workday integration Platform

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