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Harness the power of historical employee data

An important insight many Human Resources (HR) and Information Technology (IT) teams have learned is to ensure they introduce reporting and analytics concepts and historical data requirements early on in a Workday Human Capital Management (HCM) implementation. Decisions made during design will have consequences for reporting later, such as Foundational Data Models (FDM), conversion, security, setup data, and hierarchies. The reporting also impacts historical design decisions. Deloitte leverages a toolkit approach for analytics that combines analytics strategy, people and organizational alignment, process improvements, and data management and governance—as well as technology solutions, such as Workday Prism Analytics—to embed analytics when and where they matter most to help organizations make better decisions, faster. One such tool is the Deloitte Historical Employee Data Conversion Tool.

Deloitte's Historical Employee Data Conversion Tool—*powered by Workday Prism Analytics*

HR functions depend on reliable, up-to-date employee data to make critical decisions about their workforce. Good data drives key strategic choices around a whole host of HR strategies—from compensation to assessing employee performance, even measuring workers' well-being.

That's why many organizations are adopting cloud solutions like Workday HCM. It delivers the kind of real-time information than enables HR leaders to make smart, informed choices that attract and retain high performers while reducing administrative burden, and it frees IT staff from the labor-intensive process of maintaining, upgrading, and integrating systems.

The data dilemma

As with any transformation, there are bound to be challenges along the way.

Most HR teams want to retain a complete history of each employee, such as salary, performance, and job level. This enables them to not only report on an individual's employment history, but it helps create useful dashboards that aggregate and present information to management in an easy to understand, visual way.

It may sound like a straightforward process, but the reality is quite different.

The process of porting historical employee data from legacy systems into Workday HCM can be complex and time-consuming.

Today, historical data is loaded under one section in a worker's profile and separated by a delimiter—a kind of 'tag' that communicates to Workday HCM what the data represents. However, a limited number of fields can be imported—and when dealing with a multitude of fields, the complexity multiplies. Breaking down data into corresponding fields quickly becomes a time-consuming, labor-intensive process and complex calculation fields are required to use the data for reporting.

The result? First, the process is often beyond the scope of most implementations. Second, the complexity presents significant challenges in identifying and reporting on data. This complexity typically results in a resource-intensive effort that far exceeds the value of its outcome.

That is, until now.

Introducing Deloitte's Historical Employee Data Conversion Tool—*powered by Workday Prism Analytics*

Deloitte's Workday Alliance team has developed a proprietary set of tools and templates to help effectively port entire employee histories from your legacy systems into Workday HCM.

Using a data extraction template, teams can pull high-quality data in a Workday Prism Analytics-compatible format and merge it with a Workday Prism Analytics-enabled Workday tenant (*see Figure 1*). In doing so, the process of reporting and building dashboards is accelerated and simplified.
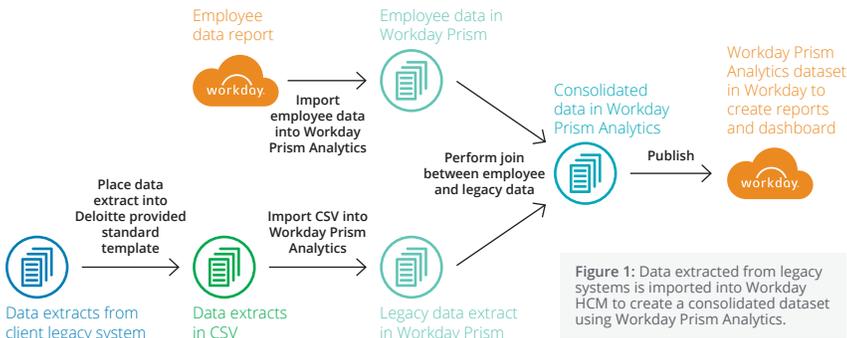
Employee data report → Import employee data into Workday Prism Analytics → Employee data in Workday Prism

Place data extract into Deloitte provided standard template

Data extracts from client legacy system → Data extracts in CSV → Import CSV into Workday Prism Analytics → Legacy data extract in Workday Prism

Perform join between employee and legacy data → Consolidated data in Workday Prism Analytics → Publish → Workday Prism Analytics dataset in Workday to create reports and dashboard

Figure 1: Data extracted from legacy systems is imported into Workday HCM to create a consolidated dataset using Workday Prism Analytics.

This delivers several advantages:

HR teams can now focus on identifying the type of data they want to extract—with virtually no limitations—and, importantly, ensuring that the data is of high quality.

The impact on the scope and schedule of the broader Workday HCM implementation is minimized. In fact, the user-friendly templates enable teams to port data at their own pace—even after go-live.

Workday Prism Analytics helps discover and manage datasets in a single data catalog, helping to increase the efficiency of development teams working on the data.

Workday Prism Analytics enables a complete range of data sources (historical and Workday transactional) to create customized, user-friendly reports, dashboards, and scorecards (*see Figure 2*).
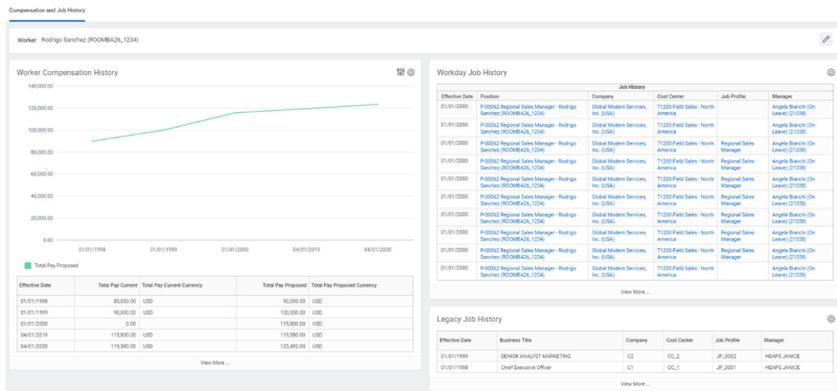

Figure 2: The data conversion tool enables organizations to create customized, real-time dashboards and reports—turning data into actionable insights.

It's time to love your data again

Moving to a cloud-based HCM platform is a smart first step. Working in the cloud helps to streamline HR processes, optimize performance, and improve collaboration.

Big data helps to reveal insights that can build and retain high-performing teams, plan future workforce needs, and improve employee engagement. And as HR drives these transformative benefits, it becomes the strategic glue that keeps an organization strong.

But with big data comes big challenges. And it starts at the source—with every employee record.

Now, with Deloitte's Historical Employee Data Conversion Tool, HR leaders can focus on how to use employee data to its full potential. Finally, they can develop a precise understanding of their workforce—and of each worker.

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Workday Partner
Industry
Innovation Award

Deloitte is the winner of the 2021 Innovation Award for the Performance-Based Variable Incentive Compensation Solution for Financial Services powered by Workday Prism Analytics for the Financial Services industry. Learn more at **www.deloitte.com/workday**.

About Deloitte's Workday Alliance:

For over a decade, our global Deloitte's Workday Alliance practice has worked to create agile, sustainable organizations through innovation and collaboration. As one of the largest global providers of Workday services, Deloitte works with our clients to harness the value of Workday's platform to drive top-line growth, create efficiencies, and deliver an enhanced employee experience. Leveraging our industry, human capital, and finance management insights, we go beyond system implementation to deliver end-to-end, high-value, high-touch services for companies seeking true cloud-enabled business transformation. We exist to fuel the future of work and deliver talent and finance capabilities in a digital world. Our goal is to achieve greater effectiveness and efficiency for our clients. This is how our team operates throughout the globe. We accelerate enterprise digital transformation in human capital, finance, planning, and analytics to increase productivity, enhance the employee experience, and provide insights to enable smarter and faster business decisions. We believe that an organization's greatest asset is its people. Combined with our technology experience and industry knowledge, our mission is to help transform businesses by not only building a single source of data, but also creating an unprecedented wealth of insight.

For more information, visit: www.deloitte.com/workday.