Maximize Your Workday HCM Investment

Integrating Workday with Saba has never been easier with Saba’s “drag, drop and done” Workday Connector!
The Burden of Enterprise Integration

HR is technology-rich, at least in terms of the numbers of systems used throughout the organization. Products proliferate in the average HR environment, sometimes causing management and integration headaches.

Unfortunately, even in today’s fast changing business environment, the integration of enterprise systems is an expensive and complex issue for most IT organizations. Regardless of the applications — on premise, cloud-based, or a combination of both — systems integrations typically eat away a good percentage of most IT budgets. Instead of innovating and adding direct value to the business, the IT team ends up spending more and more time on their integration infrastructure.

Time is Money

Different systems, growing costs, continuous maintenance and unexpected support headaches: far too many projects fail to properly estimate the real costs of getting their talent management system to integrate with their core HRIS system. With issues such as these, isn’t it time to demand more from your solution provider? Modern enterprise vendors like Saba in partnership with Workday are ready to help.

“54% of executives cited inability to integrate with other systems as one of the top five reasons for seeking a cloud HRIS system.”

Bersin by Deloitte, 2014
Benefits of Cloud HCM + LMS Integration

1. More Relevant Learning and Development Programs

2. Proper Compliance and Certification

3. Reduce Total Cost of Ownership

4. Reduced Administrative Burden

Human Capital Management systems need to interact in a variety of ways with internal and external applications and other data sources such as learning and talent. In recent years, the adoption of cloud-based talent management has risen steadily due to the benefits of the cloud deployment model, including cost savings, flexibility, scalability, faster implementation, and improved usability.

Saba recognizes how critical it is to sync your Workday HRIS system of record to your Learning Management System. In fact, we started with integration in mind at the fundamental architectural and application design level. Saba’s approach is designed to make connectivity to other applications and resources easier to build, deploy and manage, and flexible enough to evolve over time — a significant change from the cost, complexity, and rigidity of the traditional approach to integration.

Saba’s Workday Connector is part of the Saba Marketplace, which includes a set of tested, preconfigured integrations designed to make it easy to pass data between Saba Cloud and other systems, such HRIS, CRM, job boards, screening services, and learning content. The Saba Marketplace radically simplifies the process of connecting your Workday HRIS to Saba Cloud.

Drag, Drop and Done!

Saba has been connecting enterprise systems and third-party services for well over a decade, giving us the expertise to build a simple integration experience where you can literally drag and drop the new application or service into your Saba Cloud. Just like downloading an app to a mobile phone, you drag and drop the Workday application into place within the Saba Marketplace user interface to enable the integration within minutes!
“Enabling employee development is a key aspect of our customers’ workforce strategies. The Saba partnership will enable customers to more seamlessly bring learning progress and results into Workday’s complete employee picture.”

Amy Wilson
Vice President of HCM Product Strategy
Workday

Fig 1, 2 and 3: Drag, drop and done!
Maximize Your Workday HCM Investment with Saba

Saba has taken the heavy lifting out of integrating so you can focus on running your business and getting up and running faster. Connecting Saba Cloud to Workday will give you the following benefits:

**Lower Total Cost-of-Ownership**
The hidden costs of integrations usually include the time required for building, testing and then retesting the data integrity and the IT time that is taken away from other projects. Unfortunately, many companies under estimate the real costs of getting their talent management system to integrate with their Workday system. Saba has removed the time, cost and hassle of assigning teams of people and then waiting for weeks or even months to get these systems talking. The Saba Workday Connector is “preconfigured” — meaning that your administrator can set it up with no help from IT. No third-party consulting needed either, and it’s maintained and supported by Saba as a part of your subscription.

**Faster Time-to-Value**
Saba puts the customer in the driver’s seat. We provide you with full control of your integration. There’s no need to rely on a Workday certified partner to get your integration and configuration done, and there is no need to rely on either Workday or Saba for modifications. You can transform your data quickly without any services involvement.

Since Saba’s Workday Connector is built and maintained by Saba and certified by Workday you have full control of your implementation, modifications, and mapping schedules.

**Better Business Agility**
In today’s ever-changing business environment, your software needs to be ready to adapt along with the demands of your business. Gone are the days when integration between two systems could be written once and expected to stay static for any length of time. Saba’s Workday Connector is adaptive, allowing you to easily reconfigure the integration on the fly as the demands of the business change, all without involving any technical resources.

Saba also supports incremental changes, which means that we will only import those records that were changed since the last import rather than updating an entire set of records every time. So whether it’s easy to add a new business unit or making organizational changes and sync them between Workday and Saba, with the Saba Workday Connector, all employee data (i.e., active, inactive, contingent) is synchronized with the LMS, allowing you to keep your training programs relevant. Saba’s advanced mapping controls allow you to correctly “tag” or align people to where they need to be within the LMS during the data import process, so you can drive very targeted learning assignments.

**Handles Your Contingent Workforce**
According to a recent Forbes article, 20–30% of today’s workforce is made up of “contingent” workers, and that percentage is expected to swell to 50% by 2020. Is your organization ready to handle these changes? Saba will help you get there. Saba’s Workday Connector supports all types of employees, including your contingent workers, so that you can focus on running your business.

“Talent management software grew 14% and represented 49% of the overall HCM software market in 2012. The market is showing strong momentum with double-digit growth in 2013.”

Gartner Group, 2014
How Does it Work? A Sample Use Case
ACME Corporation recently acquired a company in Germany and needs to update their Saba security configuration to get this new employee population correctly mapped into the Saba security model. In the past, that could be a slow and costly process, possibly requiring technical resources from Workday or other third-party vendors. But, now, with Saba’s Workday Connector, these configuration changes can be made by a business owner in a matter of minutes, and all of the following processes continue unchanged:

**Employee update synchronization**
New hires and contingent employees are synchronized between Workday and Saba’s person profile.

**Training update synchronization**
When specific training courses and certifications are updated in Saba, data is passed back to the employee’s Workday profile for use in Workday.

**Foundation data synchronization**
Organizational and location data is automatically sent to Saba’s “job profiles” maintained in Workday, and then sent to Saba’s “job type” for the Saba person profile.

Saba’s Workday Integration — Flexible, Easy and Adaptable!
Saba’s Workday Connector enables you to keep your training and development programs relevant, while helping you increase time-to-value and reduce your total cost-of-ownership with an easy-to-configure and easy-to-use connector that has been built to support world-class organizations everywhere.

Say goodbye to lengthy, costly, and time-consuming integrations and say hello to Saba’s “drag, drop and done” connector that enables you to have full control of your Workday and Saba integration!

Visit www.saba.com to learn more about Saba’s Workday Integration.
Saba delivers a cloud-based Intelligent Talent Management™ solution used by leading organizations worldwide to hire, develop, engage, and inspire their people. Intelligent Talent Management uses machine learning to offer proactive, personalized recommendations on candidates, connections, and content to help your employees and organization lead and succeed.

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