

Workforce Ready

Workforce Ready Integration Hub

Speed and ease integration between Workforce Ready and third-party systems

In today's connected business environment, you need seamless access to information from a wide range of systems and applications in order to drive effective human capital management (HCM). When essential data is trapped in information silos, it can be difficult to move, manage, and govern employee information across applications and repositories. The result? Disconnected manual processes and data inconsistencies that can lead to costly errors and operational inefficiencies.

Integrating existing applications with your HCM solution is critical to a successful implementation. But building integrations with traditional or legacy software solutions, hardware, and custom coding is typically a complex and time-consuming task that can delay return on your HCM solution investment. That's why you need an innovative and reliable solution for creating and deploying sophisticated integrations.

A required component of the Kronos Workforce Ready® suite, Workforce Ready Integration Hub speeds and simplifies integrations between Workforce Ready and any combination of cloud, software as a service (SaaS), or on-premise applications. It allows the Kronos® Services team or a certified Kronos Services Partner to build and deploy integrations between Workforce Ready and third-party systems — using industry-proven integration tools — quickly and efficiently for improved data integrity and faster time to value. These tools include:

- Workforce Ready middleware
- REST APIs
- Import/export
- Dell Boomi



Key Benefits

- » **ACCELERATE TIME TO VALUE** with a toolset that enables rapid integration deployment
- » **SYNCHRONIZE EMPLOYEE INFORMATION** with your cloud, SaaS, or on-premise systems of record
- » **IMPROVE DATA INTEGRITY** and consistency across your systems and applications
- » **ELIMINATE HEADACHES** with tools designed to meet your specific integration needs
- » **ACHIEVE SEAMLESS DATA INTEGRATION** across the organization for more effective HCM

Workforce Ready Integration Hub facilitates a broad range of integrations such as:



Job and/or demographic transfer to and from third-party HR systems



Pay data and cost center transfer to and from third-party payroll systems



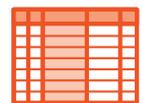
Benefits enrollment exports



Employee decision election imports



ACH payroll payment for vendors such as 401k, HSA, or wage garnishments



Payroll journal to general ledger (one account structure)





We've got your integration needs covered

The Kronos Services team or a certified Kronos Services Partner will assess your unique requirements and determine the best integration strategy to meet your needs. Kronos experts will use one or more of the following technologies (included in Workforce Ready Integration Hub) to build and deploy your integrations.

Workforce Ready middleware: This integration option may be used to connect Workforce Ready applications to on-premise legacy systems, thereby enabling you to send files to a local network printer, upload files from a local network to the cloud, or download files from the cloud to a local computer. The Kronos Services team or your Kronos Services Partner may also use middleware to automate the upload of information — employee data, accrual balances, cost centers, time punches, and more — from your local network to central servers.

REST APIs: The REST architecture, used by technology leaders such as Google, Yahoo, Amazon, and Twitter, is now a common standard for achieving integration across systems through a series of bidirectional APIs. Working as an underlying layer for data access, the REST architecture provides public XML APIs — wrapped in a web service — which are generally executed using GET and POST commands. Kronos has built a robust library of REST APIs for Workforce Ready, which it continues to expand with each product update.

Import/export: Import templates, available for various functionalities and settings, allow customers to import data directly into Workforce Ready. Authorized users simply select the template style for the desired import type such as an Excel version of an Employee import, benefit plans, payroll history, employee skills or work preferences, or time-off requests from other systems. System data export allows authorized users

to define the information and file-naming convention used for a data export file. They can also export custom forms by selecting the file format desired for the data export file, such as CSV, Fixed Width, and Custom Settings, and configuring the data export file as needed. Standard export files include payroll exports, benefit plans, training, certifications, and more.

Dell Boomi: This flexible integration platform as a service allows the Kronos Services team or a certified Kronos Services Partner to leverage a library of prebuilt connectors to easily configure integrations with an ever-expanding set of industry-standard third-party systems. For optimal convenience and control, authorized end-users can execute these integration processes directly from the Workforce Ready interface. They can also auto-schedule integration processes to execute at a specified frequency or time. In addition, they can run an execution history report and filter the logs by process, execution type, execution time, or status. Integration execution privileges are defined in the end-user's Workforce Ready security profile.*

**Because end-user execution of Dell Boomi integrations is managed directly within the Workforce Ready user interface, existing Dell Boomi customers with their own developers still require Workforce Ready Integration Hub. All Workforce Ready integrations powered by Dell Boomi must be built by Kronos Services professionals or certified Kronos Services Partners.*

Say goodbye to integration challenges

Workforce Ready Integration Hub removes the integration complexity that would typically require significant developer time and resources, so you can realize value from your HCM solution sooner. This powerful integration toolset can handle even the most complicated interface requirements for faster, more efficient creation of both industry-standard and custom integrations.