Workforce Planner and Workforce Dimensions Integration

What's new?

The highly anticipated Workforce Planner™ Version 7.x release delivers a fully web-based scheduling solution that unifies the user experience under a single interface across the Workforce Planner and Workforce Dimensions™ solutions. By consolidating management functions and simplifying application management, the Workforce Planner 7.x release delivers a comprehensive schedule-to-pay solution that streamlines administrator workflow, improves productivity, and provides predictable, consistent results..

By integrating Workforce Planner and Workforce Dimensions, Kronos offers schedulers, administrators, and employees a unified user experience that promises real-time data integrations and a single system of record for accruals, the person, and the business structure.

A common user interface

An exciting new feature in the 7.1 release is the Common User Interface. The Common User Interface enables customers to have a unified Kronos experience for scheduling and timekeeping. By consolidating management functions and simplifying application management, Workforce Planner now delivers a comprehensive schedule-to-pay solution that streamlines administrator workflow, improves productivity, and provides predictable, consistent results.

How does this impact your users? Employees can now access My Schedule and Timecard from one application. Administrators can now have one user interface to access any of the My Application configuration pages. And managers are able to more easily reconcile schedule-to-pay discrepancies.

The integration architecture: business structure, accruals, employees, and schedule

The new integration architecture between Workforce Planner and Workforce Dimensions takes full advantage of what each solution does best, and the new architecture ensures proper scheduling, pay, and reporting.

- **Business Structure:** Dimensions defines the proper cost center for employee pay and determines job and work locations, while Planner is the recipient of the information.

- **Schedule:** Planner sends the employee schedule from which Workforce Dimensions calculates the employee's pay.

- **Accruals:** Dimensions serves as the source for the employee accrual balance, while Planner uses the employee's balance as a factor for time-off request decisions.

- **Employee:** Dimensions is the source for the person information and determines where the employee can work, and Planner receives person attributes related to the schedule.

How it works
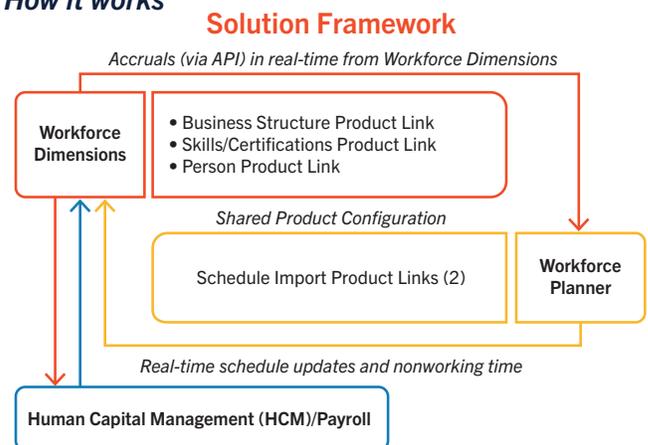
A unified user experience

Understanding the new schedule-to-pay process

Prior to the Workforce Planner 7.x release, the schedule-to-pay process relied on a spreadsheet/mapping table for translation. The new solution utilizes all necessary information directly from Workforce Planner and Workforce Dimensions, driving standard, out-of-the-box integration and improved visibility of anticipated outcomes.

Workforce Planner
Manages employee schedules

Workforce Dimensions
Calculates employee pay
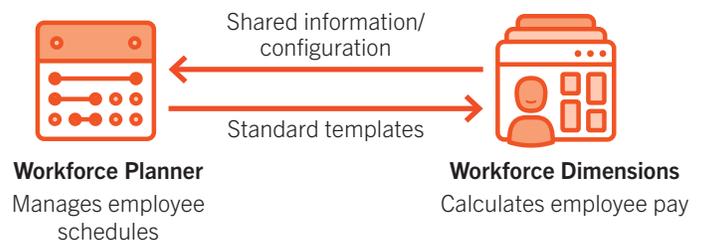
Advantages: The administrator and the configurator

Proper pay and reporting decisions begin with the business structure. The business structure defines primary jobs, it supports cost centers and complex pay adjustments, it helps formulate business structure design, and it impacts scheduling setup.

With the Workforce Planner 7.x releases, configuration is built into the solution, and business structure types for Dimensions automatically translate to Planner organizational structure levels.

The business structure for location defines how the systems handle scheduling, timekeeping, reporting, and analytics. This capability drives a single source of record controls between the schedule and pay processes.

The business structure for jobs is created in Dimensions and sent to Planner as job titles for use with profiles and positions. Central management eliminates the need to repeat configurations and bind the people, schedule, and pay concepts.

The business structure for data export is managed through the Dimensions iPack tool and Planner organization structure, keeping information in sync by transferring data via APIs and standardizing field mapping.

Advantages: The scheduler

Scheduling technology is all about the people, and the Workforce Planner v7 family puts focus squarely on delivering vital person information for decision making purposes to the leaders who manage the people. Whether the manager is working with employee data, attributes, profiles, wages, or skills and certifications, the ability to transparently manage scheduling data and manage it well is critical. Because

All about people

HCM (Optional) → Workforce Dimensions → DELL Boomi → Workforce Planner

HR — Manager or Employee
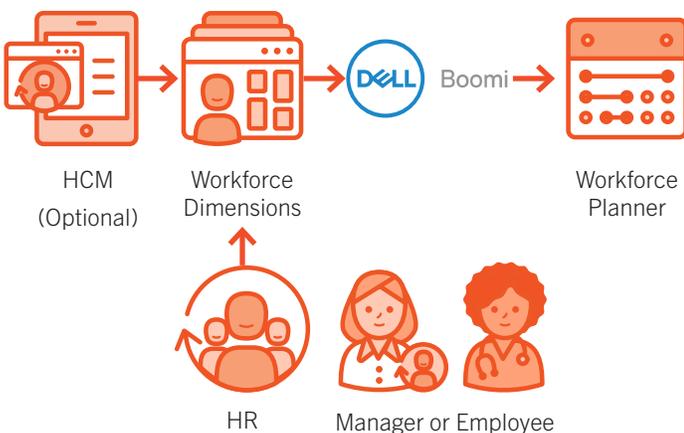
Dimensions is the system of record, it populates the Planner profile to standardize edits and concepts between the two systems. By removing the need to duplicate people information and detail, data management is streamlined, and usability is greatly improved for schedulers.

Advantages: The employee

The "person" equation is incomplete without the employee at the center of the schedule, and empowering employees ultimately saves time and resource costs. Employees want visibility into accrual balances, time-off requests, and of course their pay.

Accruals: With the Workforce Planner version 7 release, accrual balances in Dimensions are visible on the Planner dashboard and the Person Accrual Report. These include planned, taken, and vested balances. Additional system training is not required, because employees have automatic access to their accrual balances at all times.

Time-Off Requests: An employee's time-off request in Planner calls Dimensions to validate the accrual balance as part of the request process and requires a Planner work code to Dimensions pay code connection. The new release supports multiday checks and replaces the Planner "Exceeded Accrued Hours For This Work Status" alert. Usability, visibility, and accuracy are greatly improved. Additionally, the new release takes advantage of Dimensions functionality to handle cascading accrual and behind-the-scenes calculations.

The full picture time-off request

Combining scheduling needs and accrual needs into an end-to-end time-off request is an easy process in the Workforce Planner Version 7 releases. A Planner time-off request looks at Planner scheduling rules to trigger a static/dynamic issue. The Planner time-off request then examines the Dimensions accrual balance. These steps are a more complete and effective manager solution, since they utilize the full power of Planner scheduling rules while utilizing the full power of Dimensions accrual balances.

About Kronos

Kronos is a leading provider of workforce management and human capital management cloud solutions. Kronos industry-centric workforce applications are purpose-built for businesses, healthcare providers, educational institutions, and government agencies of all sizes. Tens of thousands of organizations — including half of the Fortune 1000® — use Kronos. **Kronos: Workforce Innovation That Works™.**

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