



Connect OpenAir To Workday HR

One of the challenges in your project-based organization is keeping professional service employees in PSA updated based on data in your HR system. By integrating the two systems, you create an environment that removes barriers of “your data” and “my data” conflicts that create unreliable reporting when employee attributes are changed. Top Step understands these challenges and how to set you on a path to improving your employee management process by integrating between your OpenAir and Workday HR environments.

By automating data flows between systems, you can concentrate on generating revenue and managing profitable projects.

What Data can be Exchanged?

- Seamless movement of employee data from Workday HR into OpenAir users
- Sending updated job title information in Workday to user information in OpenAir
- Integrating time off request data from Workday into OpenAir for visibility into resource availability
- If cost bands are updated in Workday, updating user cost bands in OpenAir then having a script update loaded cost tables
- Creating new users in OpenAir when new employees are added to Workday
- Sending time from OpenAir to Workday for payroll processing

Common Questions

Can the integration access all Workday data?

Yes

Can metrics and other employee metadata information be sent to OpenAir from Workday?

Yes

We also need employees in the financial system, is there a way to easily integrate the 3 systems?

Yes, you can integrate OpenAir with Workday then integrate OpenAir with the financial system

Benefits of OpenAir Integration Services

- Dedicated team experienced in OpenAir and integration best practices
- Leverage the strength of each systems intended purpose
- Improve speed at which information is available
- Increase communication accuracy across your business units



Our Approach

We follow a simple and straightforward approach that delivers a superior solution.

1

Business Model Alignment and Design

- Use of workshops to identify system ownership by department.
- Review of data ownership by system.
- Determine data workflows, frequency, and integration technology/software.

2

Integration Build Out and Validation

- Gather field specifics from each system for mapping and transformation needs.
- Configure and connect integration technology to end systems.
- Establish use case and testing scenarios to confirm performance, design, error handling, and more.

3

Deploy and Monitor

- Support migration to a production environment with live data.
- Assist with data alignment needs and system outage coordination.
- Establish monitoring activities to ensure continued success.

Integration Tools We Use

We primarily utilize NetSuite OpenAir's native APIs to connect OpenAir to other systems. We also have deep experience with Dell Boomi AtomSphere® and NetSuite OpenAirCONNECT with additional leading integration products continually being evaluated and added to our tool set. Our integration experience combined with our expertise in NetSuite OpenAir allows us to help you quickly and smoothly design and implement the data integration exchanges for your specific PS business model.

About TOP STEP

Top Step improves business efficiency and productivity for Professional Services business operations. We help you achieve your profitability goals allowing you to focus on building your business. Our experts have extensive experience in professional services business operations, project management, and professional services automation with both local and global Professional Services organizations. We are proud to be awarded "Best of the Best" by SPI Research and have been ranked as one of the fastest growing companies by Consulting Magazine and Inc. 5000.

