QUALITEST™

A Media & Entertainment Giant Gains Colossal Time Savings with Automated Workday Integration Testing

Qualitest helps validate Workday/SAP integrations and speeds up testing time by 18x.

Challenges

Transmit Workday hiring/onboarding data to SAP and integrate with payroll and other downstream apps and processes.

Manual testing was time-consuming and error-prone due to exacting SAP data types and protocols.

Solutions

A Qualitest team with deep Workday and SAP expertise designed an automated payroll validation system for 60 countries.

Automated scripts were created using Tricentis TOSCA as test automation tool.

Results

Test execution time was reduced from 6+ hours to under 20 minutes.

All hiring and onboarding transactions were processed on SAP free of errors.

Client overview

Our Client is a world-famous Media & Entertainment conglomerate based in the United States, with more than 250k employees spread across 60 countries. Their services and products include theme parks, eCommerce merchandise, movies, television, streaming services and more.

Manual integration testing does NOT stand the test of time.

Workday system integrators had recently implemented Workday HCM (Human Capital Management) for the Client. The Client's system included 9 HCM modules: Absence, Advance Compensation, Benefits, Core Compensation, Core HR, Onboarding, Payroll, Performance, Recruiting and Talent.

The Client needed hiring and onboarding data entered in Workday during the implementation to be transmitted correctly to SAP—their ERP system—and integrated with payroll and other downstream processes and apps. Testing these integration scenarios would be challenging because of numerous, complex localization parameters and the stringent SAP data type verification process. Manual testing was far too slow and represented too much risk of human error.

> ## Test time was cut from 6+ hours to under 20 minutes, accelerating testing by about 18x.

A custom team of experts turns on the speed

The solution we developed was an automated payroll validation system integrating Workday and SAP for Hire, Re-Hire, and Onboarding for all 60 countries, aligned with the various localization values.

A Qualitest team with deep Workday expertise was deployed to ensure that the transmittal of demographic data from Workday back to the Client's legacy HCM app had not negatively impacted the existing processes. The approach required the automation solution to perform the manual validation process.
After conducting a comprehensive, 13-step automation feasibility analysis, Qualitest recommended Tricentis TOSCA as the test automation tool.

Next, Qualitest sent automation engineers and Workday and SAP experts to design and implement an automated payroll validation solution. The team worked together to:

- Create automation scripts to verify that the Workday data was accurately mapped to the SAP fields' value and format.

- Develop automation scripts to compare Workday data to the applicable SAP field, based on the type of HR transactions by country localization parameter.

- Configure the automation process to run 5 minutes after integration was completed. **Each execution resulted in:**

- Generation of a report in SAP that was uploaded into TOSCA to compare with Workday data.

- Generation of an error report indicating which tests passed and which failed. To meet compliance requirements, we ensured that no PII--Personally Identifiable Information--was stored in TOSCA.

- Automation scripts verifying accuracy and localization of transferred data.

Key benefits

The Client was able to save an astonishing amount of time by the automated solution created through the efforts of the Qualitest team of experts, while assuring the quality and accuracy of the transactions.

- Test time was cut from 6+ hours to under 20 minutes, accelerating testing by a about 18x.

- The solution enabled our Client to conduct mass hires without any delays, freeing up current managers to focus on other important business functions.

- Errors identified were given to the Systems Integrator-Workday Dev team to address for the future.

- All hire and onboarding transactions were processed correctly on SAP without any resultant errors