

How Workday integration eliminated manual HR admin, and sped up onboarding

How a global enterprise integrated Empuls with Workday to automate employee lifecycle engagement, eliminating manual data uploads, ensuring day-one access for new hires, and freeing HR to focus on people instead of admin.

CAPABILITIES USED



HRMS INTEGRATION

Workday daily sync

Employee records, designations, departments, reporting managers, locations, and employment status, sync automatically from Workday into Empuls every day.



ONBOARDING

Seamless new hire participation

New employees are invited to the engagement platform the moment their Workday record is created, no delays, no missed early-journey moments.



MILESTONE AUTOMATION

Automated birthday & anniversary recognition

Birthdays and work anniversaries are triggered automatically from Workday data, no manual configuration, no missed celebrations.



GOVERNANCE

Automated exit & access management

Employment status changes in Workday automatically update platform access and reward eligibility, reducing manual offboarding work and compliance risk.

THE CHALLENGE

Two systems. One managed in spreadsheets.

The organization ran its workforce on Workday, the source of truth for every employee's role, department, manager, location, and status. But its engagement programs ran in Empuls, separately. Keeping them aligned required HR teams to bridge the gap manually, every single week.

That meant exporting HRMS reports, reformatting data, and uploading updates into the engagement platform. Role changes, promotions, department moves, new hires, exits, every lifecycle event required a manual step. The process consumed 9–10 hours of HR time per week, introduced constant risk of outdated data, and created operational delays that had real consequences for employees.

New employees were often added to engagement programs days or weeks after joining, missing the critical early window when recognition and connection matter most. Birthdays and work anniversaries were missed when manual configuration fell behind. And without synchronized org data, HR teams had to manually identify recipients for wellbeing campaigns, recognition drives, and surveys, making targeted engagement almost impossible to scale.

THE SOLUTION

Workday and Empuls, one source of truth, zero manual steps

The organization integrated Xoxoday Empuls with Workday, enabling employee data and lifecycle events to flow automatically from the HRMS into the engagement platform, eliminating manual data management and ensuring every engagement program operated from real-time, accurate workforce data.

Daily employee data synchronization, designations, departments, reporting managers, business unit changes, and employment status sync from Workday to Empuls automatically every day. No exports, no uploads, no formatting.

Seamless new hire participation, the moment a new employee's record is created in Workday, they receive an invitation to Empuls. Recognition programs, rewards, communication, and engagement initiatives are available from day one.

Automated milestone recognition, birthdays and work anniversaries are triggered using synchronized Workday data. Celebrations happen consistently without HR configuration, and without the missed moments that manual processes produced.

Real-time org structure updates, manager changes, promotions, department transfers, and business unit movements made in Workday are reflected in Empuls immediately, keeping approval workflows and recognition programs aligned with the actual organization.

Automated exit and access management, employment status changes in Workday automatically update platform access and reward eligibility, reducing manual offboarding work and maintaining compliance at scale.

THE RESULTS

HR freed from admin. Employees in from day one.

<p>0</p> <p>Manual data upload hours, fully automated via Workday sync</p>	<p>Day 1</p> <p>New hire access to engagement programs, down from up to 2 weeks</p>	<p>100%</p> <p>Milestone celebrations automated, no missed birthdays or anniversaries</p>
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The 9–10 hours HR teams spent weekly on manual data management disappeared entirely. Employee records stay continuously updated without intervention, roles, managers, departments, and statuses reflect the live state of the organization at all times. New hires join engagement programs immediately, rather than weeks after the moment that matters most.

Milestone celebrations, which had previously depended on HR remembering to configure triggers, became fully automatic. Targeted campaign delivery, previously limited by inaccurate data, became possible at scale. HR teams shifted their time from managing spreadsheets to building engagement programs, while every employee across North America, Europe, and Asia-Pacific could seamlessly participate from the moment they joined.



We spent hours every week manually exporting Workday data. New hires waited weeks before they could access a single engagement program.

Empuls eliminated all of that. Daily sync means data is always current. New hires are in the platform from day one. Milestone celebrations run automatically. Our team went from managing spreadsheets to actually running engagement programs.



VP, HR Technology & People Operations
Technology & Professional Services

COMPANY PROFILE

HRMS

Workday

PROGRAM TYPE

Lifecycle engagement automation

REGIONS

North America, Europe, APAC

SYNC FREQUENCY

Daily automated

CAPABILITIES

Workday integration

Daily data sync

New hire automation

Milestone triggers

Org structure sync

Exit management

Targeted campaigns

Employee lifecycle fully automated, from day-one onboarding to exit, with zero manual HR intervention