Workday to Odoo Migration: Reduce Costs & Unify Your Business Systems

Move from expensive enterprise HR systems to a flexible, all-in-one ERP with Odoo - without losing your data, your team, or your sanity.

> 🚀 **Ready to cut your ERP costs by up to 80%?** Get Free Migration Assessment | Book a Demo

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What Is Workday to Odoo Migration?

If you're running Workday today, you already know what it can do - and what it costs. Workday is a powerful cloud-based HR and Finance platform built for large enterprises. But for a growing number of mid-sized companies, the price tag and complexity have started to outweigh the benefits.

Odoo is a modular, open-source ERP platform that covers HR, Finance, CRM, Inventory, Manufacturing, Project Management, and more - all in one system. It delivers enterprise-level capability at a fraction of the cost.

Workday to Odoo migration is the process of transferring your employee records, payroll data, financial history, workflows, and business processes from Workday into Odoo - creating a unified, cost-efficient system that your team will actually enjoy using.

This isn't just a software switch. It's a strategic business decision that hundreds of mid-market companies are making right now.

Why Companies Are Moving Away from Workday

Workday is an excellent platform - for Fortune 500 companies with massive IT budgets. For everyone else, the numbers often stop making sense.

Here's what we hear from companies looking to switch:

💸 The Cost Is Simply Too High

U.S. companies pay roughly **$400–$500 per employee per year** for Workday at scale, and that's before implementation. Initial setup regularly exceeds six figures, with ongoing support, customizations, and third-party consultants adding to the bill year after year.

For a company with 500 employees, you could be spending **$200,000–$300,000+ annually** - just to manage HR and Finance.

🧩 It's Built for Enterprises, Not Growing Businesses

Workday is engineered for organizations with 5,000+ employees and deep IT departments. If you're a 150–1,000 person company, you're paying enterprise prices for features you'll never touch, while fighting a system that's overcomplicated for your actual needs.

🔒 Limited Flexibility and Customization

Customizing Workday to fit your specific workflows isn't straightforward. Most companies end up relying on large consulting firms just to make basic configuration changes - creating a permanent dependency that costs both time and money.

🔗 It Doesn't Cover Your Full Business

Workday is primarily an HR and Finance tool. If you also need CRM, Inventory, Manufacturing, eCommerce, or Project Management, you'll need to integrate third-party tools - each with its own licensing cost and integration complexity.

📊 The Reality Check

Pain Point	**Impact**
Licensing fees	$400–$500/employee/year
Implementation cost	$500K–$2M+ for complex orgs
Consultant dependency	Ongoing 5–6 figure annual spend
Modules outside HR/Finance	Requires costly third-party tools
Time to customize	Weeks to months per change

Why Choose Odoo as Your Alternative?

Odoo is not a "cheap Workday." It's a different philosophy entirely - and for most mid-sized businesses, it's actually a *better* fit.

✅ All-in-One ERP From Day One

Odoo covers your entire business in one platform:

- **HR & Payroll** - recruitment, onboarding, leaves, performance
- **Finance & Accounting** - invoicing, expenses, budgeting
- **CRM & Sales** - pipeline, quotes, customer management
- **Inventory & Manufacturing** - stock management, BOM, production orders
- **Project Management** - tasks, timesheets, planning
- **eCommerce** - online store, website builder

No more stitching together five different systems with fragile integrations.

✅ Open-Source Flexibility

Odoo's open-source core means no vendor lock-in. You can customize workflows, build custom modules, and extend the system to exactly fit how your business operates - without paying a consulting firm $300/hour to make it happen.

✅ Dramatically Lower Total Cost of Ownership

Odoo Enterprise pricing starts at roughly **$20–$30 per user per month**, compared to Workday's $35–$42 for HR alone. When you factor in implementation, support, and the elimination of multiple third-party tools, most companies see **60–80% total savings** after switching.

✅ Faster Deployment

Workday implementations typically run **6–18 months**. Odoo deployments for mid-sized companies often go live in **8–16 weeks**. That's faster ROI and less disruption to your team.

Workday vs Odoo: Side-by-Side Comparison

Feature	**Workday**	**Odoo**
Pricing	$35–$42/user/month (HR only)	$20–$30/user/month (full ERP)

Feature	Workday	Odoo
Implementation Time	6–18 months	8–16 weeks
Flexibility	Limited - needs consultants	Highly customizable
Modules Covered	HR, Finance	Full ERP (12+ departments)
Target Company Size	1,000+ employees	50 to 10,000+ employees
Open Source	No	Yes (Community edition)
Offline Access	Limited	Available
Vendor Lock-in	High	Low
Custom Development	Expensive	Accessible
Total Cost (500 users, 3 years)	$600K–$1M+	$120K–$200K

Who Should Consider Migrating from Workday to Odoo?

Not every company needs to make this move - but if you recognize yourself in the list below, it's worth a serious conversation.

You're a strong candidate for migration if:

- You have **100–2,000 employees** and feel like you're overpaying for what you use
- Your business needs **more than just HR** - you want CRM, inventory, manufacturing, or accounting unified in one system
- You're spending heavily on **third-party integrations** to fill Workday's gaps
- Your team constantly complains about Workday being **difficult to use or slow to adapt**
- You're a fast-growing company that needs a system that **scales without re-licensing**
- You're in **manufacturing, distribution, retail, logistics, or professional services**

If two or more of these apply, you're likely leaving significant money on the table by staying on Workday.

Migration vs. Integration: Which Path Is Right for You?

Before committing to a full migration, it's worth understanding your two options:

Full Migration (Recommended for Most Companies)

You move everything - employees, payroll history, financial records, workflows - from Workday into Odoo. Workday is decommissioned. This is the path that delivers the maximum cost savings and operational simplicity.

Best for: Mid-sized companies where Workday costs are unsustainable, or businesses that need full ERP functionality beyond HR.

Integration (Keep Both Systems)

You maintain Workday for certain functions (often enterprise-level HR compliance or global payroll) while running Odoo for other business operations. The two systems communicate via API.

Best for: Very large enterprises with complex multi-country HR compliance requirements who want Odoo for specific operational departments.

For the vast majority of companies considering this move, **full migration delivers superior ROI**. The ongoing cost of maintaining two systems typically outweighs any perceived transition risk.

The Workday to Odoo Migration Process: Step by Step

A successful migration isn't just about moving data - it's about moving your business. Here's how a well-structured migration works:

Phase 1: Assessment & Requirement Analysis

Every migration starts with understanding what you have. We audit your current Workday setup - active modules, customizations, integrations, data volume, and compliance requirements - to build a precise migration blueprint.

Phase 2: Data Audit & Mapping

Your data gets inventoried and mapped to Odoo's data structure. This includes employee records, compensation history, organizational hierarchies, financial accounts, chart of accounts, and all custom fields. Data quality issues are identified and resolved before migration begins.

Phase 3: Data Migration

The actual transfer of data: employee profiles, payroll records, leave balances, financial history, vendor/customer records. Migration is done in a test environment first, validated, then executed in production.

Key data migrated:

- Employee master data and org structures
- Payroll history and compensation records
- Benefits enrollment data
- Finance: chart of accounts, open transactions, vendor/customer records
- Historical reports and analytics

Phase 4: Workflow Reconfiguration

Workday workflows don't map 1:1 to Odoo - and that's actually an opportunity. This phase rebuilds your approval chains, HR processes, and financial workflows in Odoo, often with improvements that weren't possible in Workday's rigid structure.

Phase 5: Custom Module Development

If your business has unique processes that require custom functionality, this is where Odoo's open-source advantage shines. Custom modules are built and tested before go-live.

Phase 6: Testing & Validation

Comprehensive UAT (user acceptance testing) across all departments. Parallel payroll runs are conducted to validate accuracy. No production cutover happens until every stakeholder signs off.

Phase 7: Deployment, Training & Hypercare

Go-live is executed during a planned downtime window. Full team training is delivered. A hypercare period of 2–4 weeks provides dedicated support while your team gets comfortable with the new system.

Data Migration Challenges - and How to Solve Them

Being honest about the challenges is part of what makes a migration successful.

Challenge: Complex HR data structures Workday's object-based data model is significantly different from Odoo's. Employee hierarchies, compensation grades, and benefits structures all need careful transformation. *Solution:* Detailed field-level mapping documentation created before any data is moved. Every field is accounted for.

Challenge: Compliance and data security risks Employee data is sensitive. GDPR, HIPAA, and local labor law compliance must be maintained throughout the migration. *Solution:* Data encryption in transit and at rest, role-based access controls during migration, and a detailed compliance checklist validated by legal before go-live.

Challenge: Risk of data loss Any data migration carries risk if not managed carefully. *Solution:* Full Workday export backup created before migration begins. Phased migration approach with validation checkpoints after each phase. Nothing is deleted from Workday until Odoo is fully validated.

Challenge: Integration dependencies Workday may be connected to payroll processors, benefits platforms, time-tracking tools, and other third-party systems. *Solution:* Full integration inventory mapped at the start. Odoo's integration marketplace covers the most common tools; custom API connectors are built for the rest.

Cost Comparison: Workday vs. Odoo (Real Numbers)

Let's put real numbers to the decision.

For a 300-person company over 3 years:

Cost Category	**Workday**	**Odoo**
Software licensing	~$450,000	~$72,000
Implementation	$300,000–$500,000	$40,000–$80,000
Annual support & maintenance	$60,000–$120,000	$15,000–$30,000
Third-party tool integrations	$30,000–$60,000	Largely eliminated

Cost Category	Workday	Odoo
3-Year Total Estimate	**$840K–$1.1M+**	**$127K–$210K**
Potential Savings	-	**$630K–$900K**

These aren't theoretical numbers. They reflect real migration outcomes that companies achieve when making the switch.

> 💡 **Want to see your specific numbers?** Request a free cost comparison analysis.

Real Business Benefits After Migration

Companies that complete the Workday to Odoo migration consistently report:

60–80% reduction in total ERP costs - the single biggest impact, felt from month one.

Unified operations - instead of HR, Finance, and Operations running on separate systems, every department works from the same data in real time.

Faster reporting and decision-making - Odoo's built-in analytics and customizable dashboards mean your management team gets the insights they need without pulling data from multiple systems.

Reduced vendor dependency - your internal team can make configuration changes, build reports, and adapt workflows without calling a consultant.

Higher user adoption - Odoo consistently rates higher on ease of use than Workday. When your team actually enjoys using the system, data quality improves and HR admin time drops.

Industry Use Cases

Manufacturing

Replace Workday HR with Odoo's full manufacturing suite - connecting workforce management directly to production planning, BOMs, quality control, and maintenance schedules.

Wholesale & Distribution

Unify HR, inventory, purchasing, and sales in one system. Eliminate the disconnection between your people data and your operational data.

Retail & eCommerce

Connect HR and payroll to POS, inventory, and eCommerce modules. Seasonal hiring and multi-location workforce management become significantly simpler.

Logistics & Transportation

Driver management, compliance tracking, route planning, and HR all in one platform - without enterprise pricing.

Professional Services

Project-based billing, resource planning, CRM, and HR unified. Time tracking connects directly to payroll and client invoicing.

Why Choose Silent Infotech for Your Migration?

Migrating from Workday to Odoo is not a DIY project - and you shouldn't have to treat it like one. Silent Infotech brings:

- **Deep ERP expertise** - years of Odoo implementation and customization experience
- **Proven migration methodology** - structured, phased approach with defined checkpoints
- **Custom development capability** - we build what Odoo doesn't have out of the box
- **End-to-end ownership** - assessment, migration, training, and post-launch support
- **Global client portfolio** - we've delivered migrations across manufacturing, distribution, retail, and services

We don't just move your data. We move your business forward.

Our 3-Phase Migration Strategy

Phase 1: Assessment (Weeks 1–2)

Complete audit of your Workday environment, data volumes, integrations, and business requirements. Delivery of a detailed migration plan with timeline, resource requirements, and cost estimate.

Phase 2: Partial Migration & Pilot (Weeks 3–8)

HR and core finance modules migrated first. One department or business unit goes live on Odoo as a pilot. Issues identified and resolved before broader rollout.

Phase 3: Full ERP Implementation (Weeks 9–16)

All remaining modules deployed. Full data migration completed. All teams trained and supported through go-live.

Frequently Asked Questions

Is Odoo better than Workday? It depends on your company size and needs. For mid-sized businesses that need more than just HR - or that simply can't justify Workday's cost - Odoo delivers more functionality at a fraction of the price. Workday remains a strong choice for very large enterprises with complex global HR compliance requirements and the budget to match.

How long does a Workday to Odoo migration take? For most mid-sized companies (100–1,000 employees), a full migration takes 8–16 weeks. The timeline depends on data volume, number of integrations, and how many custom modules need to be developed.

Is our data secure during migration? Yes. All data is encrypted in transit and at rest. A complete Workday backup is created before migration begins. Nothing is permanently deleted from Workday until Odoo is fully validated. We follow GDPR and data security best practices throughout.

Can we migrate only the HR module first, then expand to full ERP? Absolutely. In fact, this phased approach is something we often recommend. Starting with HR gives your team time to get comfortable with Odoo while you plan the broader ERP rollout. Many clients begin with HR and Payroll, then add Finance, CRM, and Inventory over the following 3–6 months.

What is the cost of a Workday to Odoo migration? Migration costs vary based on company size, data complexity, and the number of custom requirements. For a typical 200–500 person company, total migration project costs range from $40,000–$100,000 - compared to the $300,000–$500,000+ that a Workday implementation typically costs. Most companies see full ROI within the first 12 months. Contact us for a custom estimate.

Will we lose historical data during migration? No. Historical employee records, payroll history, financial transactions, and reports are all migrated. We conduct thorough reconciliation to ensure nothing is lost or distorted in the process.

Do you support post-migration? Yes. We provide a dedicated hypercare period after go-live, followed by ongoing support plans. Your team will never be left without help after cutover.

Ready to Move from Workday to Odoo?

You've been paying enterprise prices for a system that was built for a company twice your size. There's a better way - and it starts with a conversation.

Silent Infotech offers:

- ✅ Free Migration Assessment - understand your exact migration scope and cost
- ✅ Migration Audit - we review your current Workday setup and identify risks before you commit
- ✅ Live Demo - see Odoo configured for your industry, with your use cases

Book Your Free Consultation →

Silent Infotech is an Odoo implementation partner specializing in ERP migrations for mid-sized companies across manufacturing, distribution, retail, and professional services.