

Distribute Organization Tree Data

HR should be in lead with organization tree - in workday called Supervisory Organization
It is used for approval, performance processes, interview, . .

Many applications in your organization need this information as well in a timely and accurate manner:

- Distribution Groups (Mail, Teams, Slack, Jira)
- Intranet Documentation
- Escalation path
- Approval Path
- User Rights on Organisation

With Workday you have a Supervisory Organization where you can apply effective dated changes on Organization Name and assignment to Superior Organization independent from each other.

The Supervisory Organization Managers are assigned as roles.

With this you are able:

- Assign more than one manager to an organization (Co Management)
- Assign managers independent from his currently assigned organization to one or more organizations with a manager role. It even has not to be on the same organization level

Maybe you are used to having managers in the same department as “his” workers. With workday it will change - and if possible please take the chance to switch to the new method. Flexibility will be yours.

Argument: We don't need a supervisory organization - we stick to our cost centers.
Cost Centers should be used for financial controls and profit loss calculations and are not always in line with line of command/communication. There are significant differences in granularity between these two structure elements.
And most time cost centers are driven from finance - lead should be with finance

You have the chance to default certain Organization types in every Supervisory Organization as default or even as defined values. It helps to maintain a reasonable data quality

How to deliver data to your customers?

Most times we push data and with this we are in charge of timing and format.

My preferred way is that our customers pull data with a Report as a Service RaaS.

- No Schedule needed from Workday side
- Format of data delivery is selectable by customer
- It is one Report for all customers
- We have the possibilities to define per integration user how they are allowed to connect to the workday system
- We see online in workday what they got in respect of data - no transformation in between
- With the XML Alias defined on the interface you can clearly communicate with all customers about scope and applicable use.

- Character Set is by default UTF8 (only for special items UTF16) If an application is not able to handle this - the application has to deal with it (and may be the pressure raise to fix this issue)

Is there something special in this report?

Business Object Supervisory Organization is not offering "Full Hierarchy Path" as Text with Reference IDs.

But the superior object (called organizations as supervisory organization) contains this field and allows us to use it in reports.

From Supervisory Organization is a related look up value to organization and with a second related look up value we got the field into supervisory organization business object. (But may be you don't need it)

XML Alias

It would be a good idea to document xml aliases with the context. It supports maintainability and as well speed and cost of implementations

Some examples you see in report definition

I even prefer that the field name overwrite is equal to XML Alias. Support is much more direct.

Output Format

REST Workday XML - no parameter needed

Simple XML: ?format=simplexml

CSV: ?format=csv

Gdata: ?format=gdata

JSON: ?format=json

Workday XML versus Simple XML

Workday XML delivers for a single Instance as well additional information like IDs

Example: you see a manager name presented - with Workday XML you have as well the Worker ID in the data set.

With simpleXML you will have to grab it with a calculated field of type look up related value.

Workday XML

```
<wd:MANAGERS wd:Descriptor="Professor Dr. Brumm">
  <wd:ID wd:type="WID">159c7eac49qf0144e6gf9fdd09b6008e7b</wd:ID>
  <wd:ID wd:type="Employee_ID">327739372</wd:ID>
</wd:MANAGERS>
```

Simple XML

```
<wd:MANAGERS>Professor Dr. Brumm</wd:MANAGERS>
```

JSON

```
{
  "ORG_NAME": "Workday Fun Center",
  "SUPERIOR_ORG": "Company Excellence",
  "ORG_EFF_DATE": "1900-01-01",
  "IS_TOP_HIERARCHY": "0",
  "LEVEL_FROM_TOP": "6",
  "FULL_HIERACHY_ID": "/1153/1077/8662/2025/6401/10075",
  "DEFAULT_ORGS": "Global HR Center",
  "ORG_REF_ID": "10075",
  "CODE": "SUP-ORG-75",
  "CREATE_DATE": "2022-01-05T05:22:58.626-08:00",
  "ORG_TYPE": "Department",
  "SUPERIOR_ORG_ID": "6401",
  "INACTIVE": "0",
  "SUP_ORG": "Workday Fun Center(Professor Dr. Brumm, Peter Weber)",
  "MANAGERS": "Professor Dr. Brumm; Peter Weber"
},
```

Data Structure

WSDL: ?wsdl

XSD: ?xsd

URL Structure

`https://<data center>.<my>workday.com/ccx/service/customreport2/<workday company id>/<Report Owner>/<ReportName> <Optional parameters for data format or structure>`

When you could provide organization data

- As soon as the structure of your interface is stable (and I would say this definition satisfies 95% of customers)
- Early in your Workday Implementation - knowhow and discussions starts and even testing could start soon - including feedback for data migration if HR had not all trees under control.
- Even after a long time in production it could help your organization to be more consistent and efficient
- If your Interface partners choose XML or Json format, they get a chance to learn handling it.

Monitoring of Access

There are two possibilities:

- Sign-on History of provided User
- Report:WQL and RaaS Usage Metrics

Expand Data Fields

- Add new fields to the end of the report - because of possible csv file type users
- Never change xml alias after go live! It will kill all consumers. If you have to do it and you're already integrated with one or more consumers: Please copy the report into a new version.

PS: Login has to be provided as well - and this depends on Company Rules. My preferred way is with certificates. Please adapt authentication rules appropriately