



HRIS TRANSFORMATION.

CASE STUDY

Clientside Testing

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Company Overview

A leading provider of Healthcare to help customers improve general health, quality of care and wellness outcomes, aspires to adopt and implement new Workday® HCM modules.

Fact File:

- Industry: Healthcare
- Employees: 2,200
- No. Of Locations: 2

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SWIPE

Key Challenges

Deployment of additional Workday® solutions for Benefits, Learning, Compensation and 3rd party integrations to optimise the existing Workday® ecosystem.

Existing HRIT landscape

- Includes Workday® Core HCM, Recruiting and Payrolls.
- Manual processes for Benefits, Learning and Compensation.
- Poor user experience for employees as well as HR.
- Inadequate, time consuming HRIT and HR processes.

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KEEP SWIPING

Solution

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Addition of new Workday® modules and new business processes to existing Workday® ecosystem, including 3rd Party integrations.



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Deployment Methodology

Rapid Workday® HCM deployment methodology was selected to expedite the deployment process and drive faster change:

- Simplified configuration based on the 80/20 rule.
- Pre-built templates and prescribed best practices.
- Reduced complexities and customisations.
- Quicker implementation timelines.
- Efficient data migration strategies to ensure smooth transition of existing data into Workday®.

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Requirement Analysis

Requirements gathering and analysis to ensure clarity of solution and success criteria provided by stakeholders.

- Requirements discovery.
- Documentation gathering.
- Analysis of specifications, problem statements and proposed solutions.
- Clarification of ambiguous requirements.
- Identification of testable items.
- Early engagement and test support assessments.



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Test Initiation

Defining the test approach for rapid deployment of Workday® HCM, guided by the need for speed and accelerated test completion. Bronze level testing the preferred option due to it's reduced scope and focus on validation of critical paths,

- Analysis of success criteria provided by stakeholders.
- Tailoring of Test strategy to fit bronze level of testing.
- Confirmation of testing metrics and exit criteria.
- Test estimation and burn rate calculation.
- Test monitoring and reporting dashboard set up.
- Customised testing roadmap.
- Early engagement with key testing stakeholders.

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Test Preparation

Preparation for bronze level testing, prioritising bespoke configurations, customisations, integrations, mandatory reports and critical requirements for launch.

- Creation of test plans to define scope, activity schedules, exit criteria, roles and responsibilities for each type of testing (and documentation for Unit/Configuration, Integration, E2E, UAT).
- Set up of transparent monitoring dashboards to track and report on testing progress during preparation and execution phases.
- Alignment of defect transition flows with handling protocols.
- Creation of high level test scenarios to validate the critical paths of in scope items.
- Test kick off sessions to streamline activity schedules.

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Test Execution

Execution of planned tests based on agreed test cycles, schedules and burn rates to guarantee timely test completion and adherence to test completion timelines.

- Unit and configuration testing.
- Integration testing.
- Functional end to end testing.

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Test Closure & Outcomes

Measurable bronze testing outcomes based on pre-agreed test exit criteria:

- 100% successful testing of bespoke features including:
 - Organisation specific configurations.
 - Workday® customisations & integrations.
 - Core HR business processes.
 - Mandatory reports.
- Optimal defect management
 - No unresolved defects.
 - Caveats for deferred issues.



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Project Outcomes

By delivering a tier 1 HCM solution, like Workday® Human Capital Management, the client hopes to:

- Increase return on information and Workday investment. • Build a reliable core HR system that integrates with the various other systems in the organisation.
- Drive performance to fuel the growth strategy.
- Deliver a new HR process system that aligns with the company's global strategy..



ONE MORE

Are you ready for your testing journey?

GET IN TOUCH 

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