GLOBAL
HRIS ROADMAP

CASE STUDY

Clientside Testing

www.clientsidetesting.com

Clientside
TESTING

Company Overview

Global manufacturing brand which operates a variety of key businesses, sales offices and factories all over the world aspires to replace it's legacy HR system with Workday® Human Capital Management (HCM).

Fact File:
- Industry: Manufacturing
- Employees: 12,200
- Global Offices: 11

SWIPE →

Key Challenges

Replacing aging and end-of-life legacy systems with a consolidated, modern, secure and future-proof HRIS landscape, in line with HR and business needs.

Legacy HRIT landscape

- Built in-house without leveraging existing HR technologies.
- Is labor intensive for both business and HR.
- Poor user experience for employees as well as HR.
- Inadequate, inconsistent HRIT and HR ticketing system.

KEEP SWIPING →

Solution

Global HRIS Roadmap.

Strategic roll out of Workday® Human Capital Management (HCM) as a modern, secure and future-proof tier 1 solution to replace the end of life legacy system.

SWIPE

Clientside TESTING

Deployment Methodology

Balanced Workday® HCM deployment methodology was selected in an attempt to strike the right balance between adoption of standard features and customisation:

- Configurations based on the 50/50 rule.
- Pre-built templates and custom reports.
- Complex configurations and customisations.
- Standard implementation timelines.
- Efficient data migration strategies to ensure smooth transition of existing data into Workday®.

ONE MORE →

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 assessents.

ONE MORE

Test Initiation

Defining the test approach guided by the need for dynamism and pragmatism. Silver level of testing the preferred option due to it's prescriptive outlook to testing.

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

ONE MORE

Testing Preparation

Preparation for silver level testing, prioritising bespoke configurations, customisations, integrations, custom reports and nice to have, out of the box Workday® features recommended 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.
- Test scenario creation based on order and sequence of testing.

ONE MORE →

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.
- User acceptance testing.

ONE MORE

Testing Outcomes

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

- 100% successful completion of prescribed test scope for balance deployments:
    - Organisation specific configurations.
    - Workday® customisations & integrations.
    - Custom reports.
    - Nice to have (standard Workday® functionalities).
    - Standard reports required for launch.
    - Standard HR business processes.

- Optimal defect management
    - No unresolved defects.
    - Caveats for deferred issues.

ONE MORE →

Project Outcomes

By implementing a premier HCM solution such as Workday® Human Capital Management, the client aims to achieve the following objectives:

- Establish a robust tier 1 HR system to drive efficiency and user experience.
- Integrate seamlessly with internal and external systems,
- Accelerate performance and overarching growth strategy.
- Implement a modern HR process system to support short to long term aspirations.

ONE MORE →

Clientside
TESTING

Are you ready for your testing journey?

GET IN TOUCH

info@clientsidetesting.com