



HRIS VISION 2025.

CASE STUDY

Clientside Testing

www.clientsidetesting.com

Company Overview

A renowned Advertising and Media Production company, enabling better connections and information share across the globe aspires to adopt Workday HCM.

Fact File:

- Industry: Media & Advertising.
- Employees: 9,000.
- Main Global Locations: 10.

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Solution

HRIS

VISION 2025.

Upscaling HRIT Landscape with a consolidated, modern, tier 1 HRIS solution to drive company vision for HR, operational, reporting and business processing.

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Key Challenges

Upscaling HRIT Landscape with a consolidated, tier 1 HRIS solution to drive company vision for HR and business needs.
Existing HRIT landscape

HRIT landscape:

- Is labor intensive for both business and HR.
- Manual processes supported by pragmatic workarounds.
- Limited process automation.
- Poor user experience and staff retention rates.



KEEP SWIPING

Deployment Methodology

Enterprise Workday® HCM deployment methodology was selected to deliver maximum value through the deployment process:

- Complex configuration based on the 20/80 rule.
- Pre-built templates, standards reports and best practices.
- Significant complexities and customisations.
- Extended 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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Testing Initiation

Streamlining the approach to testing based on prescribed testing for enterprise Workday® deployments, which leverage the 20/80 rule - 80% customisation, 20% out of the box Workday® functionalities. Gold level of testing the preferred option due to high level of robustness and quality guarantees.

- Analysis of bronze, silver and gold testing levels against success criteria provided by stakeholders.
- Test strategy creation based on gold 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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Testing Preparation

Preparation for gold level testing, involving full coverage testing (positive and negative testing) of bespoke configurations, customisations, integrations, custom reports and impacted, 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.
- Creation of comprehensive set of positive and negative test scenarios and test cases for all testable items.

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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.
- User acceptance testing.
- Gold tenant validation.

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Testing Outcomes

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

- 100% successful completion of planned tests and testable items:
 - Organisation specific configurations.
 - Workday® customisations & integrations.
 - Custom and standard reports.
 - Core business process functionalities.
 - Full HR business processes.
- 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:

- Build a reliable core HR system that integrates with the various other systems in the organisation.
- Drive performance to fuel the growth strategy.
- Realise a new performance management process & system, in line with the company strategy and helps achieve the overall objectives.

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ONE MORE

Are you ready for your testing journey?

GET IN TOUCH 