
ADP HR/Benefits Extend

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HR/Benefits Solution

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ADP HR/Benefits Extend

ADP HR/Benefits Extend is an open architecture philosophy that provides a collection of web services enabling data provisioning, data consumption, and process execution currently contained within HR/Benefits Solution. Employee data can now be managed well beyond HR/Benefits Solution and the HR department.

In lay terms – ADP HR/Benefits Extend is another door to data contained in HR/Benefits Solution. It allows the client to program real time extractions to update other internal systems with HR/Benefits Solution data. Those internal systems could be ERP systems, CRM systems, or any other system that currently uses employee information. ADP HR/Benefits Extend eliminates the requirement to maintain multiple databases of the same information.

ADP will make the web services available to an HR/Benefits Solution user, but ADP will not implement how the web services are used with another system. It is the clients' responsibility to implement the web services with another application.

Available Information

ADP HR/Benefits Extend can pass the following data:

- Corporate Groups
- Custom Fields
- Earnings
- Job Title
- Time Off Balance/Activity
- Employee Personal Info
- Reasons
- Reports To
- Salary Structure
- Status
- Users
- Employee Work Info

Information not Available

ADP HR/Benefits Extend can not pass the following data:

- Benefits
- Talent
- Recruitment
- Performance Management

Knock Outs for ADP HR/Benefits Extend

- No Corp Group Restrictions can be set up on the web service user



What's Possible

Applications that require secure access to employee information can be developed using ADP HR/Benefits Extend and ADP HR/Benefits OpenAPI in conjunction with any standard software development platform. The possibilities are limitless...here are a few examples:

Corporate Portals – Design your own corporate portal with a unique look and feel while maintaining real-time access to employee data. Access HR/Benefits Solution data via a single user interface along side other portal solutions including calendaring, messaging, and email.

Global Provisioning System – Perform sign-on to all internal systems by creating and managing this central directory. HR/Benefits Solution is particularly well suited for this as employee information is entered into this application before all others.

Enterprise Integration - Integrate seamlessly with other applications including in-house systems and on demand applications in the areas of CRM, expense management, financials, logistics, manufacturing, messaging, and procurement.

Call Center Applications – Build custom or integrate with existing help desk applications that require real-time access to employee and benefit information. This is particularly well suited for HR and benefits outsourcing firms.

Knowledge Base Applications – Present employer or employee content in the appropriate context by building custom or integrating with existing knowledge base applications.

Employment Verification Applications – Eliminate the manual process of fielding phone calls about employee status by providing secure access to an employee's information in a way that the employee can control.

HR Dashboard – Design a single point and click interface that contains the unique metrics, reports, graphs and charts that are most important to an organization.

Custom Employee Directories – Design directories with unique look, feel and field requirements. These can be generated at the touch of a button.

Cost

Access to ADP HR/Benefits Extend is free. If a client would like Add/Change services, they often want a test environment so they are not testing their programming in the live site. The test environment costs \$2500 per quarter.



Getting Started

In addition to knowledge of HR/Benefits Solution, experience with the technologies listed below will prove helpful when working with ADP HR/Benefits Extend. Should clients require additional assistance, resources on the HR/Benefits Solution User Community are available to guide through the process.

- XML Payload Development
- Experience designing EDI applications which produce structured, transactional, XML data files conforming to existing schemas
- Experience with common web service technology, specifically SOAP
- Ability to handle request and response payloads using the HTTPS protocol
- Knowledge of the source system and how to extract data from that system in different business scenarios (e.g. new hire v. salary change) The data extracted should be changes only
- A basic understanding of the WS-I basic secure profile

Support

The HR/Benefits Solution Community website has everything a developer or programmer needs to implement the service. The information can be found under the Best Practices & Tools tab of the Community.