

Impact Assessment as of June 2011

All impact assessments from reporting and data warehouses, to business functions supported by PeopleSoft to Netid Provisioning to Integration oversight.

Business process and application impacts

All application specific impacts and impacts to the business processes those applications support.

- [Data and Process Synchronization](#) — All notes and diagrams related to synchronization.
 - [Employee ID creation and duplicate avoidance process](#) — Also known as 'Search-Match', this functionality ensures that the process to add a person doesn't create a duplicate entry and provides details about potential matches.
 - [Identity Management assumptions and tasks](#) — IdMgmt: total effort is Relatively Large to research impact of Workday on provisioning and de-provisioning, model new processes, and prototype, design and develop provisioning tools.
- [Data delivery assumptions and tasks](#) — Data Delivery: total effort is relatively large to provide similar data delivery capabilities to what exists today, based on a comparison of the KDW effort in progress. The scale of the effort can only be compared to KDW because there are too many open questions concerning the requirements.
 - [Post Workday Data Delivery Diagram](#) — This diagram illustrates basic concepts of post Workday HR Payroll data delivery.
 - [Pre Workday Data Delivery Diagram](#) — This diagram illustrates the very high level status of data marts with respect to labor data.
- [Presentations](#) — Presentations regarding approach and planning

By numbers

A summary in numbers of the impact of Workday.

Meeting Minutes

Meeting minutes related to discovery of information.

- [Georgetown 05.16.11](#) — All application specific impacts and impacts to the business processes those applications support.

Technical Impact

Assumptions, tasks, open questions, diagrams, lists and other documents gathered to support the impact assessment.

- [2011 Discovery Project](#) — Charter, status reports, results and more from the 2011 CIT Discovery Project. The Discovery Project did not cover all IT issues. Rather, it focused on impact to PeopleSoft and largely expected to be the responsibility of the PeopleSoft team.
 - [Effort spent January 2011 to May 15, 2011](#) — A report from the IS Activity System of the effort spent on Workday, not including Steve Lutter's time.
 - [Financial Aid and Student Employment](#) — Financial Aid's use and interaction with Student Employment.
 - [Impacted PeopleSoft Business Processes](#) — PeopleSoft business processes impacted by removing identified Human Resources, Payroll and SES data from PeopleSoft
 - [Impacted PeopleSoft Campus Community Business Processes](#) — PeopleSoft Campus Community business processes impacted by removing identified Human Resources, Payroll, SES and parts of Campus Community data from PeopleSoft. This list represents only those tables that are used by Campus Solutions/Contributor Relations.
 - [PeopleSoft Application Inventory](#) — PeopleSoft Application and Self-Service environments
 - [PeopleSoft Campus Community Type Values](#) — PeopleSoft TYPES that must be managed by the owner. These need to be flushed out during the Workday project as to ownership, needs in PS etc.
 - [PeopleSoft Census Data](#) — PeopleSoft person data counts and categorization.
 - [PeopleSoft Production Control Jobs to Decommission](#) — List of PeopleSoft HRMS, Payroll and Benefits jobs manually run by Production Control.
 - [PeopleSoft Search-Match Processing](#) — PeopleSoft provides on-line and batch processes to search for the existence of a person prior to creating a new record (and potential duplicate).
 - [PeopleSoft Tables used in HRMS Data Warehouse](#) — PeopleSoft HR, Payroll and Benefit tables replicated to data warehouse nightly.
 - [Provisioning Documentation](#) — Provisioning documentation provided by Identity Management
 - [University ID Card System](#) — University Id Card system resides in PeopleSoft. This system relies on person, job and student data to produce id cards for all of the Cornell Community.
 - [Workday and ELM Integration](#) — There is synchronization integration between PeopleSoft and Enterprise Learning Management (ELM) application. The source of HR employee job data will change.
 - [Workday and Kronos Integration](#) — Kronos current and future data flow diagrams.
- [IT Security Office assumptions and tasks](#) — ITSO: total effort is very small to perform security review on data transmission and business practices.
- [Operations Support assumptions and tasks](#) — CIT's current Systems & Operations Division, including NOC, Systems Engineering and Production Control: total effort is relatively small to understand the needs of Workday, decommission jobs, commission new integration jobs through Tidal, and prepare for support escalation for integration incidents.

Workday Context diagrams

Basic integration diagrams. See additional technical diagrams here <https://confluence.cornell.edu/label/WRKDAYTCHPOV/technicaldiagram>.

- [Oracle SOA Diagram](#) — A2A interfaces managed with the aid of a broker.
- [Workday Diagram with IdMgmt focus](#) — Workday illustrated with a focus on IdMgmt related systems and point-to-point integrations. Picture changes with PS people data hub.
- [Workday Diagram with KFS focus](#) — Workday illustrated with a focus on KFS' modules. The KFS/PS remediation diagram https://confluence.cornell.edu/download/attachments/115549694/PS_KFS_Interfaces_Diagram.jpg was leveraged here.
- [Workday diagram with PeopleSoft as a people data hub](#) — Workday illustrated with PeopleSoft system at a very high level.

- [Workday diagram with specialized Payroll feeder systems](#) — Workday illustrated with a focus on other systems such as United Way, Traffic, Windstar, Puerto Rico Pay, and Statler Tips.
- [Workday Overall Context Diagram - point to point version](#) — Workday illustrated with all other systems at a very high level.
- [Workday Overall Context Diagram - PS as a data hub version](#) — Workday illustrated with all other systems at a very high level.
- [Workday Overall Context Diagram - PS as a data hub version with additions](#) — Workday illustrated with all other systems at a very high level.