Harbinger Group

Integrating High Volume Hourly Hiring Platform with ADP Using Workato

CUSTOMER

High Volume Hiring Platform

INDUSTRY

HRTech

REACH

The company is a high-volume hourly hiring platform that streamlines end-to-end recruitment process for leading brands.

About the Customer

The company is a well-known high volume hourly hiring platform that offers end-to-end recruitment solutions to leading organizations. The platform aids businesses to find and hire the right candidate at scale via smart, fast, and seamless recruiting options.

Talking numbers, the client's global customers hire over 1.2 million workers annually in 78 countries.

Business Need

As the customer deals with hiring in great volumes, the requirement was based on two factors,

- ✅ End customer demands

- ✅ Engineering priorities

The primary requirement was integration of the current platform with ADP Vantage to automate the recruitment process by synchronizing employee data across the two systems. The desired outcome of this integration was to ensure that the new employee records could be routed to the ADP Vantage database automatically and in real-time – both for addition as well as updation of termination date and rehire status of profiles in the system.

The scope was to:

- ✅ Check if the person or the profile exists in ADP
- ✅ If not, create profile of candidate with personal details and bank details
- ✅ Generate an Applicant Associate ID (AOID)
- ✅ Enable employee tracking
- ✅ Send notification (employee ready for re-hire) when employee is terminated

Solution Details

The company needed this solution to function from hiring to termination. The integration was critical for the business to make it easy and reliable to manage candidates through different applications, automatically and in real-time.

Harbinger proposed to seamlessly integrate employee system to the ADP Vantage database with Workato ready-to-use connectors. The proposed outcome was to enable real-time updates and the subsequent processing successfully.

The solution was designed around the following framework:

> The client system invokes the web hook on candidate approved event. Workato then fetches required details from client system and connects it to ADP Vantage.

> Team Harbinger customized pre-defined Workato steps to create the ADP hire API payload and the payload pushed the newly approved/rehired candidates to ADP Vantage.

> In case of a scenario where employee record gets terminated in ADP Vantage, the action pushes the Event message into the Event queue.

> Workato scheduled trigger synchronizes with the ADP Vantage event queue and transfers Termination related information back to the client system.

Unique Differentiators

The Harbinger solution proved to be a game changer in the following aspects:

- This integration helped the client automate the hiring/rehiring, and the termination process. This was possible as a result of real-time synchronization between both the systems.

- The 'no code low code' enablement through Workato aided in faster development and no separate or additional deployment.

- The secure deployment environment with high availability helped monitor the application logs as well as in sending/storing notifications on slack/Google sheet for success and failover events.

The Result

50%	**Ease-of-use**	**99-100%**
development time reduced	enhanced customer experience	efficient tracking of event failures

Customer Speaks

"Harbinger has been instrumental in assisting with reviewing existing Workato recipes based on Best Practices, along with building and testing new integrations, particularly if there is a custom connector or custom data fields that need to be mapped."

Wish to know more?
Connect with us:
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