



Integration Overview

About

Mercans' **HRBlizz** is a next-generation global payroll and HCM platform designed for multinational organizations seeking accuracy, compliance, and automation at scale. Operating across **160+ countries**, Mercans delivers **secure, cloud-based payroll execution, HCM data management, and statutory reporting**, all governed by ISO-certified controls and independently audited SOC 1 & SOC 2 assurance frameworks.

The **bi-directional integration with Workday** unifies workforce data and payroll execution into a single, automated workflow. Through this certified Global Payroll Connect setup, HRBlizz synchronizes real-time employee lifecycle changes, compensation data, and payroll outcomes between systems - eliminating manual intervention and ensuring global compliance.

Together, **Workday and Mercans HRBlizz** provide enterprises with a seamless HCM-to-payroll experience:

- **Workday** remains the system of record for workforce and organizational data.
- **HRBlizz** ensures in-country compliant payroll execution and statutory delivery, with dynamic APIs, event-driven synchronization, and secure file transfer automation.

Every hire, promotion, transfer, or pay adjustment is processed in real-time - while payroll results, payslips, and statutory reports are automatically returned to Workday for end-to-end visibility.

Features

Data Changes on Demand (DCoD)

Automates the daily and on-demand exchange of HR and payroll data from Workday to HRBlizz via secure PECI interface. Changes in employment status, pay, or personal details are reflected immediately, ensuring Workday and HRBlizz remain synchronized.

Additional Payroll Data (APD)

Captures country-specific payroll fields directly in Workday and transfers them to HRBlizz, reducing manual entry and maintaining compliance with local tax, social, and labor requirements.

Global Payroll Hub (GPH)

Provides unified visibility of payroll processes across all countries - enabling payroll teams to monitor pay cycles, exception reports, and compliance status through one connected dashboard.

External Payroll Results (ExPR)

Pushes completed payroll results back into Workday, supporting reconciliation, analytics, and auditability across HR, Finance, and Operations functions

External Payroll Documents (ExPD)

Automates delivery of payslips, tax forms, and statutory documents from HRBlizz into Workday's document repository, allowing employees to access all payroll-related information in one place.

Benefits

1 Unified Global Operations

Workday acts as the single source of truth for HR data, while HRBlizz executes compliant payrolls globally - integrating HR, finance, and compliance under one architecture.

2 Accuracy and Transparency

Data flows are API-driven, event-based, and secured through AES-256 encryption and TLS 1.3 protocols. Automated validations and audit trails minimize rework and human error.

3 Scalable and Configurable Architecture

The integration framework supports both file-based (PECI) and REST API models with automated triggers, encryption, and dynamic parsing - configurable for any country or pay group.

Benefits

4 Compliance and Security Assured

Mercans maintains multiple global certifications:

- ISO 9001:2015 (Quality Management)
- ISO/IEC 27001:2022 (Information Security)
- SO/IEC 27017 & 27018 (Cloud & Privacy Controls)
- ISO/IEC 27701:2019 (Privacy Information Management)
- SOC 1 Type 2 & SOC 2 Type 2 Reports (KPMG, 2024)

All payroll environments are hosted in **Tier IV secure data centers** with **biometric access, 24/7 surveillance**, and **disaster recovery mirroring** between **Dubai and Estonia**.

5 Cost and Operational Efficiency

Certified prebuilt integration eliminates middleware costs, accelerates deployment, and simplifies ongoing maintenance - while providing a consistent integration model for all geographies.

6 Strategic Value

By connecting payroll outcomes, AI-powered check-ups and analytics, compliance in Workday, HR, Payroll, and Finance teams gain actionable insight into labor costs, workforce changes, and compliance exposure globally.

Summary

Mercans' HRBlizz + Workday integration delivers:

- **Certified GPC-compliant connectivity** (DCoD, APD, GPH, ExPR, ExPD)
- **End-to-end encrypted, event-driven data flow**
- **SOC-audited and ISO-certified cloud architecture**
- **Unified control and visibility of global payroll**
- **Scalable automation across 160+ countries**

