



MERCANS

Workday Global Payroll Connect (GPC) Implementation & Configuration Guide

A guide for service consultants and implementers configuring the
Mercans HRBlizz – Workday GPC integration for customer tenants

Covers all five GPC components:

DCoD · ExPR · ExPD · APD · GPH



Document Control

Document information

Field	Detail
Title	Workday Global Payroll Connect (GPC) – Implementation & Configuration Guide for Mercans HRBlizz
Purpose	Consultant / implementer guide for configuring the HRBlizz–Workday GPC integration
Product	Mercans HRBlizz (Global Payroll) integrated with Workday HCM via Global Payroll Connect
Audience	Mercans implementation consultants, customer Workday administrators, Workday Global Payroll Network partners
Version	1.0

Revision history

Date	Version	Description
10 Jun 2026	1.0	Initial outline

Related documents

- Workday GPC partner user guides – DCoD, ExPR/ExPD, APD and GPH “Global Payroll Network Partner Guide”
- Mercans GPN deliverable workbook – security definition, API client definition, field/data dictionary mapping, and per-feature test cases.
- Workday Community web service references – Import External Payroll Result, Import External Payroll Document, Get Import Processes, Get Import Process Messages.
- Mercans Standard Process for Integration Configurations – SOP to capture all client integration requirements for successful payroll implementation.

1. Introduction

1.1 Purpose of this guide

This guide explains how to configure the integration between Workday HCM and Mercans HRBlizz using Workday's Global Payroll Connect (GPC) framework. It is written for the service consultants and implementers who set up the solution in a customer's Workday tenant and in HRBlizz. It documents every GPC component used by HRBlizz, the Workday objects, security and API artefacts that must be created, the fields and payroll inputs that flow between the two systems, and the configuration steps required on both the Workday side and the HRBlizz side.

The integration uses only Workday's public GPC REST and SOAP web services — there is no delivered point-to-point connector. Worker master data, compensation, time off, pay groups and payment elections are sent to HRBlizz for payroll processing, and payroll results, payslips and tax documents are returned to Workday so that employees and administrators see everything in a single, familiar interface.

1.2 Intended audience

- Mercans implementation consultants who lead the configuration and validation of the integration.
- Customer Workday administrators / security partners who create security groups, API clients and vendor mappings in the customer tenant.

1.3 How to use this guide

Work through the guide in order:

- Section 2 – confirm prerequisites and collect the information you will need.
- Section 3 – perform the common Workday configuration (security, API client, vendor, vendor mapping, pay-group associations) that every feature depends on.
- Section 4 – connect HRBlizz to the tenant and enable the plug-ins you are implementing.
- Sections 5–9 – complete the feature-specific configuration for DCoD, ExPR, ExPD, APD and GPH.

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- Sections 10–14 – configure cross-cutting components, apply the security/API reference, and validate the solution.

1.4 Solution overview

Workday is the system of record for HR data; HRBlizz is the payroll engine. The integration is bi-directional: payroll-relevant data flows outbound from Workday to HRBlizz, and payroll outputs flow inbound from HRBlizz back to Workday.

Outbound – Workday → HRBlizz

Workday provides the payroll-relevant employee and transaction data required to process payroll in HRBlizz, including:

- Employee master and personal data
- Employment, organisational and position details
- Compensation and recurring payroll elements
- One-time payments and other payroll inputs
- Costing allocations
- Payment election details
- Leave of absence and time-related payroll data
- Related persons and dependant information
- Country-specific and statutory payroll attributes

Inbound – HRBlizz → Workday

HRBlizz returns payroll outputs into Workday using standard Workday web services:

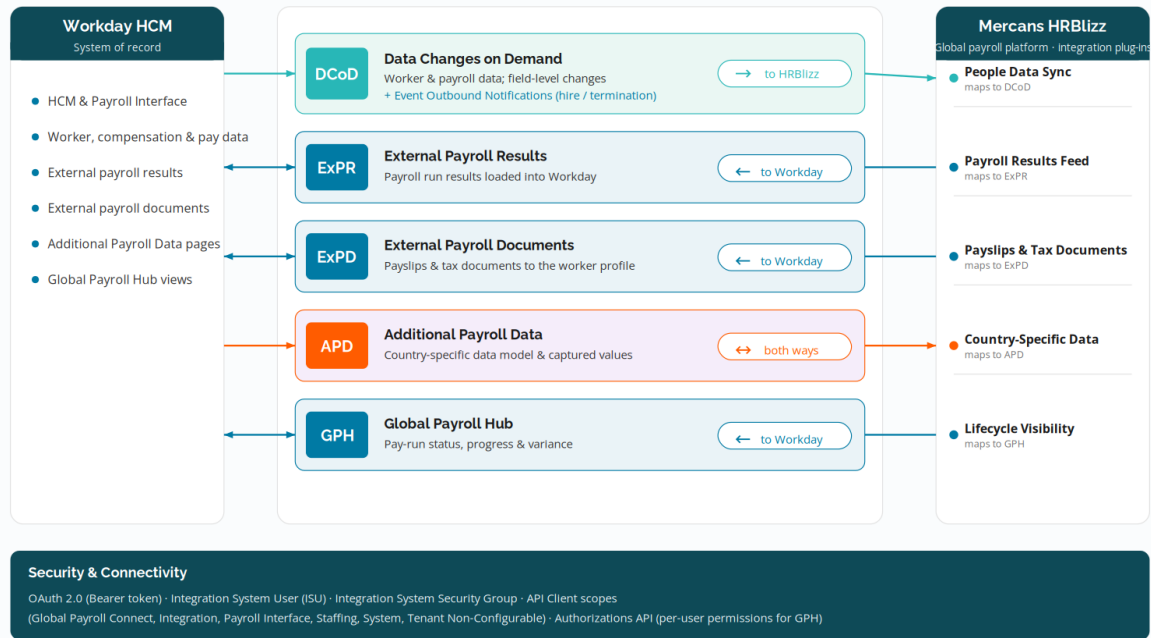
- Structured payroll results imported into Workday for payroll-result visibility, accounting and reporting (ExPR).
- Payroll documents — payslips, tax documents and other payroll files (ExPD).
- Administrative visibility of payroll run progress and variance through a single dashboard (GPH), and country-specific data collected in Workday and returned to HRBlizz (APD).

Once imported, payslips appear under Payslips, tax documents under Tax Documents, and external results are available for downstream payroll visibility — all inside Workday.

Workday Global Payroll Connect (GPC) – Solution Architecture

Mercans HRBlizz integration · customer-agnostic master diagram

● Outbound — Workday → HRBlizz
● Inbound — HRBlizz → Workday
● Bi-directional



1.5 The five GPC components at a glance

HRBlizz uses all five GPC components. The table summarises each one, its direction, the Workday integration style, and the corresponding HRBlizz plug-in.

Component	Direction	What it does	Workday interface	HRBlizz plug-in
DCoDData Changes on Demand	Workday → HRBlizz	Field-level change detection; returns a current JSON snapshot per worker for payroll readiness	REST (globalPayroll/effectiveChanges) + Blobitory	People Data Sync
ExPRExternal Payroll Results	HRBlizz → Workday	Imports structured payroll result lines (earnings/deductions) for reporting & accounting	SOAP (Import_External_Payroll_Result)	Payroll Results Feed

Component	Direction	What it does	Workday interface	HRBlizz plug-in
ExPDExternal Payroll Documents	HRBlizz → Workday	Imports payslips, tax documents and other payroll files	SOAP (Import_External_Payroll_Document)	Payslips & Tax Documents
APDAdditional Payroll Data	Workday ↔ HRBlizz	Collects country-specific payroll data in Workday (admin & self-service) and returns it to HRBlizz	REST (vendor-hosted landing/validValues/submit...)	Country-Specific Data
GPHGlobal Payroll Hub	Workday ↔ HRBlizz	Single administrative dashboard for payroll run status, progress and variance	REST (vendor-hosted paySummary/payProgress...)	Lifecycle visibility

Rule of thumb: There is no strict ordering between ExPR, ExPD, APD and GPH, but complete the common setup and at least one DCoD sync before validating features that depend on worker data.

1.6 End-to-end data flow

DCoD is the backbone of the outbound flow. A worker event in Workday (hire, termination, pay change, leave of absence, payment-election change, etc.) optionally triggers an Event Outbound Notification; HRBlizz then makes a DCoD request to retrieve the changed data, polls for completion, and retrieves the resulting JSON from the Workday Blobitory document store. After payroll is processed, HRBlizz pushes results (ExPR) and documents (ExPD) back into Workday and exposes run status through GPH.

The diagram opposite shows the DCoD flow together with the optional Event Outbound Notification and acknowledgement steps.

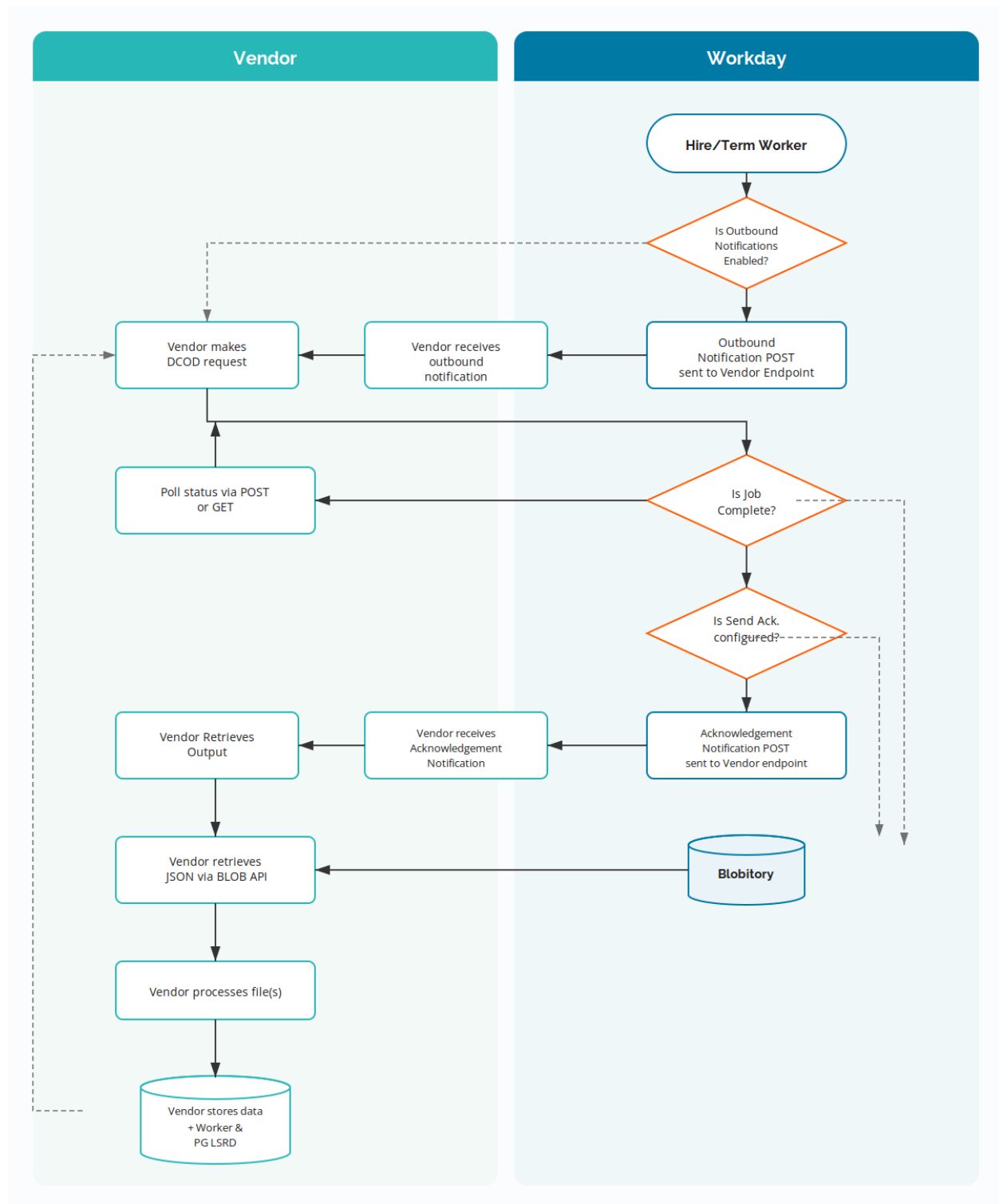


Figure 1 – DCoD and Event Outbound Notification high-level flow (Vendor = HRBlizz; Workday on the right).

1.7 Feature dependencies & recommended sequence

Most user-facing features build on the common security and connection setup. Workday's GPC partners typically implement DCoD first because it establishes the integration system, vendor and vendor mapping that other features reuse, and because data-dependent flows (e.g. one-time/recurring payments and GPH) rely on at least one DCoD sync having run.

1. Common Workday setup (Section 3) – ISU, ISSG, API client, vendor, vendor mapping, pay-group associations.
2. HRBlizz connection & plug-ins (Section 4).
3. DCoD (Section 5) – establishes outbound master-data sync.
4. ExPR and ExPD (Sections 6–7) – return results and documents; can be set up in parallel after DCoD.
5. APD (Section 8) and GPH (Section 9) – user-facing features that also use the Authorizations API.

2. Prerequisites & Planning

2.1 Workday prerequisites

- A Workday tenant – a development / implementation (IMPL) tenant for build and validation, and the production tenant for go-live.
- System administrator access to the tenant to create security groups, API clients and vendor configuration.
- Global Payroll Connect enabled – the Global Payroll Connect functional area and each GPC domain must be active in the tenant before permissions can be granted.
- Pay groups configured for the in-scope countries, with reference IDs available.
- An x509 key pair / certificate for the vendor mapping (audited vendors), kept current per Workday guidelines.

2.2 HRBlizz prerequisites

- An HRBlizz environment provisioned for the customer, with the GPC integration capability enabled.
- Vendor-hosted API endpoints available over HTTPS for the user-facing/return features (APD landing & submit; GPH pay endpoints; DCoD acknowledgement; optional ExPR/ExPD callback).
- Field mapping prepared between HRBlizz pay elements and Workday GPC field paths (see Section 5).

2.3 Roles & responsibilities

R = Responsible, C = Contributes, I = Informed.

Activity	Customer (Workday admin)	Mercans consultant	Workday
Activate GPC functional area & domains	R	C	I
Create ISU / ISSG / domain permissions	R	C	

Activity	Customer (Workday admin)	Mercans consultant	Workday
Register API client & generate refresh token	R	C	
Create vendor, vendor mapping, key pair	R	C	
Maintain pay-group vendor associations	R	C	
Register vendor metadata (metadata vendors)		C	R
Configure HRBlizz connection & plug-ins	I	R	
Field mapping & validation	C	R	I

2.4 Information to collect before you start

Gather the following before configuration. Items in red are supplied by Mercans/HRBlizz; the rest come from the customer tenant.

#	Item	Source
1	Vendor model (audited vs metadata)	Mercans
2	Workday-side vendor name	Customer/Mercans
3	HRBlizz base URL per environment	Mercans
4	Acknowledgement endpoint (DCoD)	Mercans
5	APD endpoints (landing, submit, +optional)	Mercans
6	GPH endpoint (payProcessingFeature)	Mercans

#	Item	Source
7	Optional callback endpoint (ExPR/ExPD)	Mercans
8	wd-external-originator-id value	Mercans
9	In-scope pay groups & countries	Customer
10	Integration System User name	Customer
11	API client ID / secret / refresh token	Customer (kept secure)
12	x509 public key / certificate	Customer
13	Document types to classify (ExPD)	Customer/Mercans

Security handling: API client secrets and refresh tokens are sensitive. Capture them in a secure secrets store, never in this document or in screenshots.

3. Workday Configuration (perform once)

The steps in this section create the foundation that the feature sections reuse. Unless noted, perform them once per tenant. Feature-specific additions (extra domains, extra vendor-mapping attributes, document types, profile-group items) are called out in Sections 5–9.

3.1 Step 1 – Create the Integration System User (ISU)

- Create a dedicated integration account for the HRBlizz integration. Search the Create Integration System User task and run it.
- Enter a User Name such as ISU_Mercans. Set a complex password that follows the Workday password rules; share both securely.
- Set Session Timeout to 0 to prevent session expiry interrupting long-running integrations.
- Select Do Not Allow UI Sessions so the account is used only for integration calls.
- Run Maintain Password Rules and add the ISU to the list of users exempt from password expiration.

Best practice: Use one ISU dedicated to this integration. Several GPC features can share it provided it holds the union of the required domains. Some organisations create a separate ISU for callbacks.



Person	MercansISU (Workday Account)
Email Address for Notifications	(empty)
User Name	MercansISU
Password Rules	Your new password must not be the same as your current password, must contain at least 8 characters, Arabic numerals 0 - 9, special characters !"#%
Days Since Last Password Change	198
Require New Password at Next Sign In	Yes
Reset Challenge Questions	Yes
Risk Based Authentication - Exempt	

✓ **Multi-factor Authentication**

Exempt Account	No
Grace Period Enabled	Yes
Grace Period Signins Remaining	5
Account Disabled	No
Do Not Allow UI Sessions	Yes
Account Expiration Date	(empty)
Session Timeout Minutes Enforced	120
Account Enabled for Data Masking	No

MercansISU account details — Workday screenshot

3.2 Step 2 – Create the Integration System Security Group (ISSG) and assign domains

Create an Integration System Security Group (Unconstrained) and add the ISU to it; then grant the domain permissions the features need.

- Run Create Security Group; choose Integration System Security Group (Unconstrained) and name it e.g. ISSG_Mercans.
- Under Integration System Users, add the ISU from Step 1 and save.
- From the group's Related Actions → Security Group → Maintain Domain Permissions, add the domains in the matrix below.
- Run Activate Pending Security Policy Changes to apply the changes.

View Integration System Security Group (Unconstrained) — Mercans

Core ISU domain permissions required across the integration (feature sections list any extras):

View and Modify	Integration Build		Integration
View and Modify	Integration Debug		Integration
View Only	Worker Data: Current Staffing Information		Staffing
View Only	Worker Data: Public Worker Reports		Staffing
View Only	Set Up: Payroll Interface (Update Pay Period Status)		Payroll Interface
View Only	Worker Data: Staffing	Worker Data: Assignments and Global Mobility Worker Data: External Worker ID Worker Data: Flexible Work Arrangements	Staffing

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ISSG domain permissions — continued

Name Mercans
Comment Mercans Security Group
Context Type Unconstrained
Integration System Users MercansISU

Domain Security Policy Permissions: 62 items

Operation	Domain Security Policy	Domain Security Policies Inheriting Permission	Functional Areas
Get and Put	Reports: Data Changes On Demand Results		Global Payroll Connect
Get and Put	Integration Event		Integration
Get and Put	Manage: Data Changes On Demand		Global Payroll Connect
Get and Put	Worker Data: Payroll Interface	Worker Data: Payroll Interface (External Payroll Documents) Worker Data: Payroll Interface (Local Payroll Data) Worker Data: Payroll Interface (Pay Group Specific) Worker Data: Payroll Interface (Payroll Input by Worker) Worker Data: Payroll Interface (Tax Elections)	Payroll Interface
Get and Put	Integration Build		Integration
Get and Put	Integration Debug		Integration
Get Only	Worker Data: Public Worker Reports		Staffing

Domain Security Policy Permissions — Mercans ISSG

Activate the GPC domains first: The Manage: Data Changes On Demand, Reports: Data Changes On Demand Results, View: Global Payroll Hub, View: Global Payroll Authorizations, Manage: Global Payroll Processing and APD Worker Data / Self-Service domains must be enabled on the tenant's security policy before they can be granted.

Permission	Security domain	Used by
Modify & Get	Manage: Data Changes On Demand	DCoD
View & Get	Reports: Data Changes On Demand Results	DCoD (monitoring)
View & Put	Integration Event	DCoD / general
View & Put	Integration Build	DCoD / general
View & Put	Integration Debug	DCoD / general
Get & Put	Set Up: Payroll Interface	ExPR / ExPD
Get & Put	Set Up: Payroll	ExPR / ExPD
Get & Put	Payroll Interface	ExPR / ExPD

Permission	Security domain	Used by
Get & Put	Set Up: Payroll - Pay Group Specific	ExPR / ExPD / Callbacks
View & Modify	Worker Data: Payroll Interface (Additional Payroll Data)	APD (admin)
View & Modify	Self-Service: Payroll Interface (Additional Payroll Data)	APD (self-service)
Modify & View	Manage: Global Payroll Processing	GPH
Modify & View	View: Global Payroll Hub	GPH
Modify & Get	View: Global Payroll Authorizations	Authorizations API

Least privilege: Grant only the domains for the features you implement. A consolidated reference matrix (including the staffing / time-off / compensation reporting domains read by DCoD) is provided in Section 11. Modify/Put on a domain should be granted only where a feature writes data; review the matrix against your scope

3.3 Step 3 – Register the API client (OAuth 2.0) and generate a refresh token

GPC requires OAuth 2.0. Run Register API Client for Integrations (or reuse an existing client).

- Enter a Client Name (e.g. MercansAPIUser).
- Set Scope (Functional Areas) to: Integration, Global Payroll Connect, Payroll Interface, Staffing, System, Tenant Non-Configurable (include all scopes required by the features in scope).

- Select Include Workday Owned Scope – required to use a Bearer token to retrieve documents from the Blobitory; otherwise basic auth is used.
- Save the Client ID and Client Secret securely (the secret is shown only once).
- From the client’s Related Actions → Manage Refresh Tokens for Integrations, add the ISU and Generate New Refresh Token; save it securely.

View API Clients

Workday REST API Endpoint: https://impl-services1.wd12.myworkday.com/ccx/api/v1/mercans_dpt1

Token Endpoint: https://impl-services1.wd12.myworkday.com/ccx/oauth2/mercans_dpt1/token

Authorization Endpoint: https://impl.wd12.myworkday.com/mercans_dpt1/authorize

API Clients API Clients for Integrations

API Clients 16 Items

API Client	Client Name	Enforce Customized Access Token Expiry	x509 Certificate	Integration System User
mercans_dpt1	mercans_dpt1	Yes	Mercans_Workday_x509	apiIsu_mercans MercansIntUser MercansISU
	Client Grant Type Jwt Bearer Grant	Expiry Time (In Minutes) 60		
	Support Proof Key for Code Exchange (PKCE) No			

View API Clients — *mercans_dpt1*

Grant type: Authorization Code Grant / refresh-token; Access token type: Bearer. The token endpoint and base URLs are tenant-specific — see Section 12.

View API Clients

19 Alerts

Workday REST API Endpoint

https://impl-services1.wd12.myworkday.com/ccx/api/v1/mercans_dpt1

Token Endpoint

https://impl-services1.wd12.myworkday.com/ccx/oauth2/mercans_dpt1/token

Authorization Endpoint

https://impl.wd12.myworkday.com/mercans_dpt1/authorize

API Clients

API Clients for Integrations

API Clients 16 items

URI	Allow Integration Messages	Refresh Token Timeout (in days)	Non-Expiring Refresh Tokens	Grant Administrative Consent	Disabled	Scope (Functional Areas)	Include Workday Owned Scope	Locked Out due to Excessive Failed Signon Attempts	Restricted to IP Ranges	Client ID
	Yes				Yes	Core Payroll Global Payroll Connect Integration Organizations and Roles Payroll Interface Staffing System Tenant Non-Configurable Time Off and Leave Less (4)	No	No		NjQwOVWJmZTI

View API Clients — scope & configuration

Where to find the base URL: The REST API base URL is not the same as your login URL. Find it via View API Clients (the API Client Integration authenticates at a services host such as impl-services1.wd12.myworkday.com).

3.4 Step 4 – Create the External Payroll Vendor (audited vendors)

If HRBlizz is an audited vendor, run Create External Payroll Vendor (or Edit External Payroll Vendor to add features to an existing one).

- Enter a vendor name associated with HRBlizz/Mercans.
- Enable the GPC features you are implementing – you can select multiple (Data Changes on Demand, Additional Payroll Data, Global Payroll Hub, External Payroll Documents, External Payroll Results).
- Set Security Group Types as required (Roles – Pay Group, Unconstrained Groups) and click OK.

Edit External Payroll Vendor

Mercans



Name *

Mercans

Features

X Additional Payroll Data



X Data Changes On Demand

X Global Payroll Hub

X REST API External Payslips

X REST API External Tax Documents

Edit External Payroll Vendor — Mercans

Metadata vendors: Skip this step — the vendor is already known to Workday. Continue at the vendor mapping (where required) and pay-group associations.

3.5 Step 5 – Create the External Payroll Vendor Mapping

Run Create External Payroll Vendor Mapping (or Edit External Payroll Vendor Mapping) to configure connection details per environment.

- Select the vendor and the environment (partner development tenants are IMPL tenants) and click OK.
- Create an x509 key pair if none exists, and set it to Active. Use Do Not Regenerate to view the public key for encryption.
- Add the Feature Configuration attributes for each feature (DCoD ISU + acknowledgement endpoint; APD endpoints + ID types; GPH pay-processing endpoint). The exact attributes are listed in each feature section.

Mercans - IMPL

Environment IMPI

Public Private Key Pairs 1 item

+	*Key Pair	Active	Expiration Date
	× MercansKey	✓	10/05/2028

3.6 Step 6 – Maintain Pay Group Vendor Associations

Field	Value
Vendor	[HRBlizz / Mercans vendor name]
Feature	Data Changes on Demand / Additional Payroll Data / Global Payroll Hub / External Payroll (results & documents)
Pay Groups & Payroll Org Type	Add every pay group that the feature should access

+	*External Payroll Vendor	*Feature	*Pay Group	Payroll Organization Type	Edit Pay Group Vendor Association
-	× Mercans	× Data Changes On Demand	× WCC Third Party - Austria × WCC Third Party - Brazil × WCC Third Party - Hong Kong × WCC Third Party - India × WCC Third Party - Ireland × WCC Third Party - Singapore × WCC Third Party - Spain × WCC Third Party - Taiwan LESS (3)	× External Payroll	Edit
-	× Mercans	× REST API External Payslips	× WCC Third Party - Austria × WCC Third Party - India × WCC Third Party - Indonesia × WCC Third Party - Ireland × WCC Third Party - Spain MORE (1)	× External Payroll	Edit

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3.7 Helper – Custom Report for Pay Group Reference IDs

Pay-group reference IDs are needed for mapping and for several API calls. Build a simple custom report to list them. Run Create Custom Report with:

- Report Type Simple; Optimized for Performance = false; Data Source All Pay Groups.
- Columns: Organization, Reference ID, Workday ID.
- Filter: Used in Payroll Interface “is not blank”, then Run report.

Pay Group Reference ID		
42 items		
Organization	Reference ID	Workday ID
WCC Third Party - Hong Kong	WCC_Third_Party_Hong_Kong	98aba79796900152e724d97334050906
WCC Third Party - India	WCC_Third_Party_India	98aba797969001f58365b28334051106
WCC Third Party - Indonesia	WCC_Third_Party_Indonesia	98aba797969001294455719234051906
WCC Third Party - Ireland	WCC_Third_Party_Ireland	98aba79796900113bf5138a334052106
WCC Third Party - Italy	WCC_Third_Party_Italy	98aba797969001a937fa0bdc34052b06
WCC Third Party - Japan	WCC_Third_Party_Japan	0094a019bb0e100f55ae2fda261f101e
WCC Third Party - Korea	WCC_Third_Party_Korea	c31131eff01615b8e2c9c6821b114b
WCC Third Party - Luxembourg	WCC_Third_Party_Luxembourg	98aba7979690017279440d034053306

Pay Group Reference ID — custom report output (page 1)

Pay Group Reference ID		
42 items		
Organization	Reference ID	Workday ID
WCC Third Party - Singapore	WCC_Third_Party_Singapore	1908a072a4ef4e9198aa7475a1d16fa5
WCC Third Party - South Africa	WCC_Third_Party_South_Africa	1bcb39d4ede601828e60103dcb80b10d
WCC Third Party - Spain	WCC_Third_Party_Spain	6143bf1db22e10d0a7b425d1c9ba0392
WCC Third Party - Sweden	WCC_Third_Party_Sweden	45245feb7ec1043f8a4691075650513
WCC Third Party - Switzerland	WCC_Third_Party_Switzerland	951f922be55e1025d5c4f7b581b30e8d
WCC Third Party - Taiwan	PAY_GROUP-11-56	e5d35058d7af1003e15bd3e78fb30000
WCC Third Party - Taiwan - Hourly	PAY_GROUP-6-60	375b18daf5e1000f716d42a72520000

Items per page All 1-42 of 42 items

Pay Group Reference ID — custom report output (page 2)

4. HRBlizz Connection & Plug-in Enablement (perform once)

After the Workday artefacts exist, requests Mercan's consultant to connect HRBlizz to the tenant and enable the plug-ins for the features in scope. HRBlizz uses the Workday OAuth credentials and the vendor public key created in Section 3 to establish a secure, authenticated connection, then exposes each GPC capability as an independently enabled plug-in.

4.1 Configure Integration Connect in HRBlizz

Once Workday Tenant configuration is ready, Mercan's Configuration specialist will populate the following details in HRBlizz Admin console:

- Workday base URL / tenant (REST API base, token endpoint).
- Client ID and Client Secret from the registered API client.
- Refresh Token generated for the ISU.
- Workday public key / certificate from the vendor mapping (for encryption where applicable).

4.2 Validate the handshake

Confirm that HRBlizz can authenticate to Workday and reach the tenant before enabling plug-ins. A successful token exchange and a test data-access call (e.g. a minimal DCoD request) verify the connection.

4.3 Enable integration plug-ins

Enable only the plug-ins for the features being implemented. Each corresponds to a GPC component documented in Sections 5–9.

HRBlizz plug-in	GPC component	Direction	Depends on
People Data Sync	DCoD	Workday → HRBlizz	Connection
Country-Specific Data	APD	Workday ↔ HRBlizz	Connection



HRBlizz plug-in	GPC component	Direction	Depends on
Payroll Results Feed	ExPR	HRBlizz → Workday	Connection
Payslips & Tax Documents	ExPD	HRBlizz → Workday	Connection
Lifecycle Visibility	GPH	Workday ↔ HRBlizz	At least one DCoD sync

5. Data Changes on Demand (DCoD)

5.1 Overview

DCoD is a full-stack GPC integration that performs field-level change detection and returns a current JSON snapshot for each worker. It lets HRBlizz pull only the payroll-relevant data that has changed since the last run, keeping payroll continuously “ready” while preserving accuracy, compliance and auditability. In HRBlizz this is the People Data Sync plug-in.

5.2 How DCoD works

- HRBlizz sends a POST to the effectiveChanges endpoint with request criteria (entry/effective moment window, organisations, workers, field set and response filters).
- Workday processes the request asynchronously and returns a processing WID.
- HRBlizz polls for completion by re-posting the request or issuing a GET on the processing WID.
- On completion Workday returns one Document ID per pay group plus a Document ID for the JSON schema.
- HRBlizz retrieves the JSON output from the Blobitory document store using each Document ID.
- Optionally, an acknowledgement is posted to the HRBlizz endpoint when the run completes

5.3 Workday configuration

5.3.1 Security domains (ISU)

Permission	Security domain
Modify & Get	Manage: Data Changes On Demand
View & Get	Reports: Data Changes On Demand Results
View & Put	Integration Event
View & Put	Integration Build
View & Put	Integration Debug

Also grant View & Get on the two DCoD reporting/manage domains to your payroll-administrator user group for monitoring and troubleshooting. Remember to Enable each new DCoD domain's security policy and Activate Pending Security Policy Changes.

5.3.2 API client scope

The API client must include Integration, Global Payroll Connect, Payroll Interface and Tenant Non-Configurable scopes, with Include Workday Owned Scope selected for Bearer-token retrieval from the Blobitory.

5.3.3 Create the Integration System (DCoD template)

- Run Create Integration System and select the Data Changes On Demand integration template.
- Create only one integration with this template per tenant. If unsure whether it exists, use View Integration Systems. You do not need to assign the ISU to the integration.

5.3.4 Vendor mapping attributes (audited vendors)

Feature	Attribute	Value
Data Changes on Demand	Integration System User	The ISU (select one ISU instance; do not use the Text Value option)
Data Changes on Demand	Acknowledgement Endpoint	HRBlizz HTTPS POST endpoint

Acknowledgement routing: Workday determines the acknowledgement endpoint from the requesting ISU. For audited vendors the endpoint is set in the vendor mapping; do not add an acknowledgement-endpoint integration attribute on customer integration systems.

5.3.5 Pay-group vendor associations

In Maintain Pay Group Vendor Associations, add every pay group that DCoD should access under the HRBlizz vendor with feature Data Changes on Demand. Only listed pay groups are eligible.

5.3.6 Required request headers

Every DCoD request must include wd-external-request-id (unique per request), wd-external-application-id = dcod, and wd-external-originator-id (the constant Mercans identifier).

5.4 Fields & payroll inputs (data mapping)

DCoD exposes the Workday Global Payroll fields as a large catalogue of field paths (JSONPath and XPath, versioned by field set). The integration selects the fields HRBlizz needs via the fields.onlyInclude list in the request, and maps each returned path to an HRBlizz pay element. The full catalogue and the HRBlizz mapping are maintained in the field-paths workbook and the data-dictionary mapping (see Appendix B).

Data domains mapped for HRBlizz (expanded to cover the payroll-relevant set):

Domain	Representative field paths / notes
Worker & status	\$.workers.employeeId, \$.workers.workerStatus.*
Personal data (incl. local script)	\$.workers.personal.* ; localized name/address scripts (Arabic, CJK, Hebrew, Thai, Devanagari)
Positions & business sites	\$.workers.positions.* ; work address via positions.businessSites
Compensation	\$.workers.compensations.*, \$.workers.compensationPlans.*
Earnings & deductions	compensationEarningsAndDeductions.*, benefitsEarningsAndDeductions.* (amount, currency, frequency, position-based, etc.)
One-time payments	\$.workers.compensationOneTimePayments.*
Payroll inputs	payrollInputEarningsAndDeductions.* (mapped to the HRBlizz pay-element 5-field structure)
Payment elections	\$.workers.paymentElections.*

Domain	Representative field paths / notes
Related persons / dependants	\$.workers.relatedPersons.*, relatedPersonIdentifications.*, relatedPersonCommunications.* (dependant/beneficiary flags)
Citizenship	\$.workers.citizenships, personalDataByCountries citizenship paths
Identifiers	governmentIdentifiers (primary tax ID); nationalIdentifiers (non-tax)
Communications / addresses	personalCommunication with usage type (home/work)
Time tracking	timeTracking.* (quantities, codes, currency, worktag references)
Collective agreements	\$.workers.collectiveAgreements.*
Costing / worktags	costing allocation paths

5.5 API reference

Generate a Bearer token

```
curl --location 'https://[WorkdayBaseURL]/ccx/oauth2/[TenantName]/token' \
--header 'Content-Type: application/x-www-form-urlencoded' \ --data-urlencode
'grant_type=refresh_token' \ --data-urlencode 'refresh_token=[RefreshToken]' \
--data-urlencode 'client_id=[ClientID]' \ --data-urlencode
'client_secret=[ClientSecret]'
```

Request effective changes (POST)

```
curl --location \
'https://[WorkdayBaseURL]/ccx/api/globalPayroll/v1/[TenantName]/effectiveChanges' \
--header 'Content-Type: application/json' \ --header 'Authorization:
Bearer [BearerToken]' \ --header 'wd-external-request-id: [UniqueRequestID]' \
```

```
--header 'wd-external-application-id: dcod' \ --header 'wd-external-originator-id: [MercansOriginatorID]' \ --data '{ ...request criteria... }'
```

Each WID/reference in the sample is tenant-specific. See the Workday Community references for the full request-criteria parameters, data sections and response filters.

Poll status / retrieve output

Re-post the request or GET .../effectiveChanges/[processingWID] until complete, then retrieve each document from the Blobitory:

```
curl --location \
'https://[WorkdayBaseURL]/ccx/cc-blobitory/[TenantName]/[documentID]' \
--header 'Authorization: Bearer [BearerToken]' \ --output document.json
```

5.6 HRBlizz configuration (People Data Sync)

DCoD comes as a preconfigured module on HRBlizz with preconfigured fields set and mappings. Although can be adjusted client/Legal Entity wise upon agreement. The procedure for this defined in the Mercans Standard Process for Integration Configurations.

5.7 Testing

Mercans Standard Process for Integration Configurations defines all the Test Phases throughout the Integration Implementation.

Base on the Integration scope Workday specific scenarios can be selected and performed from the per feature list specified in the Mercans GPN deliverable workbook. Most common scenarios are:

#	Scenario	Expected result
1	New hire (effective in current/previous period)	Worker appears in DCoD snapshot with mapped data; correct pay group
2	Termination	Change detected; status and dates reflected in HRBlizz



#	Scenario	Expected result
3	Rehire	Change detected; worker re-activated with correct data
4	Compensation / one-time payment change	Earnings/deductions or OTP reflected in HRBlizz
5	Payment-election change (incl. secondary)	Payment election change detected and mapped
6	Retroactive change	Retro change captured with correct effective/entry moments

6. External Payroll Results (ExPR)

6.1 Overview

ExPR imports structured payroll results (earnings, deductions and calculated amounts) from HRBlizz into Workday, giving payroll-result visibility and supporting general-ledger postings and tax compliance. In HRBlizz this is the Payroll Results Feed plug-in. It uses the SOAP Import_External_Payroll_Result web service.

6.2 How it works

- HRBlizz submits an Import_External_Payroll_Result_Request (per pay group / period) via the ISU.
- Because imports are asynchronous, Workday returns 200 OK with a process WID as soon as it receives the request — this is not confirmation that processing succeeded.
- HRBlizz checks Get_Import_Processes / Get_Import_Process_Messages to confirm completion and read any errors or warnings.

6.3 Workday configuration

6.3.1 Security domains (ISU)

Permission	Security domain
Get & Put	Set Up: Payroll Interface
Get & Put	Set Up: Payroll
Get & Put	Payroll Interface

6.3.2 API client & vendor

Reuse the API client and ISU from Section 3 (scopes: Integration, Global Payroll Connect, Payroll Interface, Tenant Non-Configurable; Include Workday Owned Scope). For audited vendors, enable External Payroll Results on the vendor and associate the in-scope pay groups.

6.4 Fields & payroll inputs

The result header and result lines map to the Workday web service as follows. Pay components must align to Workday pay-component references.

Field	Section	Req.	Notes / format
Batch_ID	Header	O	Optional batch identifier for traceability
Pay_Group_Reference	Header	R	Workday pay group (WID or reference ID)
Period_End_Date	Header	R	YYYY-MM-DD
Pay_Group_Currency_Reference	Header	O	Pay group currency
Worker_Reference	Result	R	Worker (WID or Employee_ID)
Position_Reference / Company_Reference	Result	O	Position / company
Payment_Date	Result	R	YYYY-MM-DD
Check_Number	Result	R	Payment reference
Gross_Amount / Net_Amount	Result	O	Decimal
Pay_Component_Reference	Result line	R	Workday pay component (code mapping)
Amount / Hours / Rate	Result line	O	Decimal; in recorded/pay-group/company currency as applicable
Recorded_Currency_Reference	Result line	O	Currency of the line amount
Delete_External_Payroll_Result	Result	O	Set to delete a previously loaded result

6.5 Web service reference

Sample Import_External_Payroll_Result request (trimmed; see the Workday Community ExPR web service for the full schema and the GPN workbook for the full sample cURL):

```
<soapenv:Envelope
xmlns:soapenv="http://schemas.xmlsoap.org/soap/envelope/"
xmlns:bsvc="urn:com.workday/bsvc"> <soapenv:Body>
<bsvc:Import_External_Payroll_Result_Request>
<bsvc:Batch_ID>[BatchID]</bsvc:Batch_ID>
<bsvc:External_Payroll_Result_Data>
<bsvc:Pay_Group_Reference>[PayGroupWID]</bsvc:Pay_Group_Reference>
<bsvc:Period_End_Date>[YYYY-MM-DD]</bsvc:Period_End_Date>    ...
</bsvc:External_Payroll_Result_Data>
</bsvc:Import_External_Payroll_Result_Request>
</soapenv:Body></soapenv:Envelope>
```

6.6 Import status & error handling

A 200 response only confirms receipt. Always verify processing with Get_Import_Processes (status & correlation by process WID) and Get_Import_Process_Messages (messages for a process). HRBlizz should surface these results in its logs.

Why this matters: Because ExPR/ExPD are asynchronous, a missing result in the Workday UI usually means a processing error that is only visible via the import-process messages web services. Always reconcile on completion, not on the initial 200.

6.7 Optional – Callback feature

Instead of polling, HRBlizz can receive a callback once import processing completes. See Section 10.4 for the shared callback configuration (one endpoint covers both ExPR and ExPD).

6.8 HRBlizz configuration (Payroll Results Feed)

ExPR comes as a preconfigured module on HRBlizz with preconfigured fields set and mappings. Although can be adjusted client/Legal Entity wise upon agreement. The procedure for this defined in the Mercans Standard Process for Integration Configurations.

6.9 Testing and Validation

Mercans Standard Process for Integration Configurations defines all the Test Phases throughout the Integration Implementation.

Base on the Integration scope Workday specific scenarios can be selected and performed from the per feature list specified in the Mercans GPN deliverable workbook. Most common scenarios are:

#	Scenario	Expected result
1	Load results for a worker in pay group X	Result visible on the worker profile / external payroll results
2	Load results for a worker in a second pay group Y	Result visible; correct pay group & currency
3	Load multiple workers in one batch	All results processed; import-process messages clean
4	Re-load with a different period end date	New period results loaded without overwriting prior period
5	Delete a previously loaded result	Result removed via Delete_External_Payroll_Result

7. External Payroll Documents (ExPD)

7.1 Overview

ExPD imports payroll-related documents — payslips, tax documents and other payroll files — from HRBlizz into Workday so employees and administrators can access them in a familiar place. In HRBlizz this is the Payslips & Tax Documents plug-in. It uses the SOAP Import_External_Payroll_Document web service and is asynchronous like ExPR.

7.2 How it works

HRBlizz submits an Import_External_Payroll_Document_Request containing the attachment(s) and document metadata. Documents may be a payslip, a tax document, or another payroll document type. Workday returns 200 OK on receipt; HRBlizz confirms completion via the import-process web services.

7.3 Workday configuration

7.3.1 Security domains (ISU)

Permission	Security domain
Get & Put	Set Up: Payroll Interface
Get & Put	Set Up: Payroll
Get & Put	Payroll Interface

7.3.2 Maintain External Payroll Document Types

Run Maintain External Payroll Document Types and add the document types to be classified in Workday — as tax document types or other document types — with name, country, and whether to show to employees / show comments to employees.

7.3.3 Configure Worker Profile Group

Run Configure Profile Group, select the Pay worker profile, and add rows for Payslips, Tax Documents and Additional Documents so they appear on the worker's pay profile.

7.4 Fields

Each document is one of three mutually exclusive types. Key fields:

Group	Field	Notes
Attachment	Filename, File_Content, Mime_Type_Reference, Comment	The binary file + metadata
Common	Worker_Reference, Display_Date	Worker and the date shown to employees
Payslip	Pay_Group_Reference / Pay_Group_Code, Period_End_Date, Payment_Date, Check_Number, Gross/Net_Amount, Currency_Reference, Run_Category_Reference	External payslip data
Tax document	Organization_Reference / Code, Calendar_Year_Reference, External_Tax_Form (Tax_Form + Country_Reference), Region_Reference, Form_Classification, Issue	External tax document data
Other document	Organization_Reference / Code, Calendar_Year_Reference, Other_External_Payroll_Document_Type (Document_Type + Country), Serial_ID, Issued/Received dates	Other payroll document data

7.5 Web service reference

Sample Import_External_Payroll_Document request (trimmed to the payslip choice; the request also supports tax-document and other-document choices). See the Workday Community ExPD web service and the GPN workbook for the full sample.

```
<soapenv:Envelope
xmlns:soapenv="http://schemas.xmlsoap.org/soap/envelope/"
xmlns:bsvc="urn:com.workday/bsvc"> <soapenv:Body>
```

```

<bsvc:Import_External_Payroll_Document_Request>
<bsvc:External_Payroll_Document_Data>
<bsvc:Worker_Reference>[WorkerWID]</bsvc:Worker_Reference>
<bsvc:External_Payslip_Data>
<bsvc:Pay_Group_Reference>[PayGroupWID]</bsvc:Pay_Group_Reference>
<bsvc:Period_End_Date>[YYYY-MM-DD]</bsvc:Period_End_Date>
<bsvc:Attachment>[base64 file]</bsvc:Attachment>      ...
</bsvc:External_Payslip_Data>    </bsvc:External_Payroll_Document_Data>
</bsvc:Import_External_Payroll_Document_Request>
</soapenv:Body></soapenv:Envelope>

```

7.6 Import status & error handling

As with ExPR, confirm completion with Get_Import_Processes and Get_Import_Process_Messages. A 200 response is only an acknowledgement of receipt.

7.7 Optional – Callback feature

ExPD shares the single callback endpoint with ExPR; routing is by the process description in the callback request. See Section 10.4.

7.8 HRBlizz configuration (Payslips & Tax Documents)

ExPD comes as a preconfigured module on HRBlizz with preconfigured fields set and mappings. Although can be adjusted client/Legal Entity wise upon agreement. The procedure for this defined in the Mercans Standard Process for Integration Configurations.

7.9 Testing and Validation

Mercans Standard Process for Integration Configurations defines all the Test Phases throughout the Integration Implementation.

Base on the Integration scope Workday specific scenarios can be selected and performed from the per feature list specified in the Mercans GPN deliverable workbook. Most common scenarios are:

#	Scenario	Expected result
1	Submit external payslips (PDF) for a valid worker	Payslip appears under Payslips on the worker profile
2	Submit tax documents (PDF)	Document appears under Tax Documents
3	Submit a payslip/tax doc in a non-PDF format	Handled per configuration (accepted/rejected) as expected
4	Future-dated display date	Employee cannot see the document before the display date (verify ESS view)
5	Delete a previously loaded document	Document removed via Delete_External_Payroll_Document

8. Additional Payroll Data (APD)

8.1 Overview

Additional Payroll Data (APD) lets Workday collect country-specific payroll data that does not exist as a standard Workday field – for example local tax declarations, social-security elections, statutory family data, or any other input a payroll provider needs for a given country. HRBlizz publishes the data model (which inputs exist, how they are grouped, and their valid values) and Workday renders it as native pages for administrators and, optionally, for employees in self-service.

APD is a metadata vendor feature: HRBlizz describes the inputs dynamically through the APD web service, and Workday builds the data-entry experience from that description. The captured values are then made available back to HRBlizz for payroll processing.

Self-service vs administrator: The same model can be exposed to employees (ESS) and/or to payroll administrators. Self-service access is controlled by a separate security domain.

8.2 How it works

- Landing page – Workday calls the HRBlizz landing endpoint to discover the available data groups/sections for a worker (or pay group) and render the APD landing page.
- Sections & fields – each section returns its fields, data types, and whether values are free-text or selected from a list.
- Valid values – for list-style fields, Workday calls the valid-values endpoint to populate the picklist. Values can be dynamic (dependent on country, prior selections, or worker context).
- Recalculate – when a selection changes a dependent value, Workday calls the recalculate endpoint so HRBlizz can return updated fields/valid values without saving.
- Submit – Workday posts the entered data to the submit endpoint. HRBlizz validates and persists it (and may return validation errors to display).
- History – Workday calls the history endpoint to show previously submitted values and effective dating.

8.3 Workday configuration

8.3.1 Security domains

Add the APD domains to the integration security group (web-service Get/Put) and, where employees enter their own data, grant the self-service domain to the appropriate roles:

Domain	Functional area	Used for
Worker Data: Payroll Interface (Additional Payroll Data)	Payroll Interface / Global Payroll Connect	Administrator entry & API access to APD
Self-Service: Payroll Interface (Additional Payroll Data)	Payroll Interface	Employee (ESS) entry of their own additional payroll data

Least privilege: Grant the integration system security group the Get and Put / View and Modify operations it needs on the administrator domain. The Self-Service domain is granted to employee-type security groups, not to the integration ISU.

8.3.2 Vendor mapping (metadata vendor)

On the HRBlizz vendor, configure the Additional Payroll Data feature mapping. Mapping details are provided in the Mercans GPN deliverable workbook. APD is a metadata-vendor feature, so the endpoints are entered on the vendor mapping itself:

Attribute	Required	Value / notes
Landing Page endpoint	Required	HRBlizz endpoint that returns the APD sections for the worker
Valid Values endpoint	Recommended	Returns dynamic valid values for list fields

Attribute	Required	Value / notes
Submit endpoint	Required	Receives the entered data (also used for delete)
Recalculate endpoint	Optional	Returns updated fields/values when a dependent selection changes
History endpoint	Optional	Returns previously submitted values
Pay Company ID Type	Required	Reference ID / Organization Code / Workday ID – how HRBlizz identifies the pay company
Pay Group ID Type	Required	Reference ID / Organization Code / Workday ID – how HRBlizz identifies the pay group

8.3.3 Profile group (optional)

If APD self-service should be limited to specific worker populations, configure a profile group and associate it with the APD feature. When no profile group is used, eligibility follows the pay-group associations and security domains.

8.3.4 Pay-group vendor associations

As with the other features, add the in-scope pay groups under the HRBlizz vendor with the Additional Payroll Data feature so APD is enabled for those groups.

8.4 API contract

HRBlizz exposes the following APD operations (paths shown relative to the HRBlizz APD base URL; see Appendix C for the full URLs):

Operation	Method	Path	Purpose
Landing page	POST	/landingPage	Return the sections/fields for a worker
Valid values	POST	/validValues	Return dynamic valid values for a field

Operation	Method	Path	Purpose
Recalculate	POST	/recalculate	Recompute dependent fields/values on change
Submit	POST	/submit	Persist entered data
Delete	POST / DELETE	/submit (delete)	Remove previously submitted data
History	POST	/history	Return previously submitted values

Authoritative contract: The field-level request/response schemas are defined by the HRBlizz APD Swagger/OpenAPI specification. Treat that specification as the source of truth and keep this section aligned to it.

8.5 Fields, sections & valid values

APD data is organised as sections (logical groupings shown as cards/pages) containing fields. Each field declares a data type and, for list fields, a source of valid values. The following design rules were established during validation with Workday and must be respected by the HRBlizz model:

- Dynamic valid values are supported and are being optimised for performance – keep valid-value responses scoped to what the field needs (e.g. only values relevant to the worker's country).
- One tax code per country – the tax-code model returns a single applicable tax code per country rather than a global list.
- Tax country scoping – the selectable tax country is restricted to the worker's country; do not offer unrelated countries.
- Effective dating and prior values are surfaced through the history endpoint so administrators can see what was previously submitted.

8.6 HRBlizz configuration (Country-Specific Data)



In HRBlizz, APD corresponds to the Country-Specific Data plug-in. Enabling it publishes the country data model to Workday so the APD pages can be rendered.

8.7 Validation & test scenarios

Mercans Standard Process for Integration Configurations defines all the Test Phases throughout the Integration Implementation.

Base on the Integration scope Workday specific scenarios can be selected and performed from the per feature list specified in the Mercans GPN deliverable workbook. Most common scenarios are:

#	Scenario	Expected result
1	Open the APD landing page for a worker (/landingPage)	Sections and fields render as defined by HRBlizz
2	Open a list field (/validValues)	Picklist is populated; values are scoped to the worker's country
3	Change a dependent selection (/recalculate)	Dependent fields/valid values update without saving
4	Submit valid data (/submit)	Data is persisted; success confirmed; visible in history
5	Submit invalid data	HRBlizz returns a validation error and Workday displays it
6	View history (/history)	Previously submitted values and effective dates are shown
7	Delete a submitted record	Record removed via the delete operation
8	Self-service entry (if enabled)	Employee can enter only their own data, limited to permitted sections

9. Global Payroll Hub (GPH)

9.1 Overview

Global Payroll Hub (GPH) gives Workday visibility of the payroll run lifecycle managed in HRBlizz. It surfaces pay-process status, progress, pay summaries, pay detail and variance information inside Workday, so customers can monitor multi-country payroll from a single place without leaving the Workday experience.

GPH is the feature most other components reference for run context. It relies on the Authorizations API to determine what a given user is allowed to see for each pay group / pay period.

9.2 How it works

- HRBlizz exposes a `payProcessingFeature` endpoint that Workday calls to drive the GPH experience.
- Workday requests a pay summary and progress for the relevant pay groups / periods.
- For detail views, Workday calls the `pay-detail` and `pay-detail-data` endpoints; variance views call the `pay-variance` endpoint.
- Access to each view is gated by the Authorizations API, which returns the user's permissions (READ / WRITE / NONE / UNSUPPORTED) per target.

9.3 Workday configuration

9.3.1 Security domains

Domain	Functional area	Operations
Manage: Global Payroll Processing	Global Payroll Connect	View and Modify / Get and Put
View: Global Payroll Hub	Global Payroll Connect	View and Modify
View: Global Payroll Authorizations	Global Payroll Connect	View and Modify / Get and Put (for the Authorizations API)

9.3.2 Vendor mapping

On the HRBlizz vendor, set the GPH feature mapping.

GPH Vendor Mapping values and Endpoints are specified in the Mercans GPN deliverable workbook. Such details as PayGroupID and Pay Company definition are part of the Mercans Standard Process for Integration Configurations.

The key attribute is the Payroll Processing endpoint:

Attribute	Value / notes
Payroll Processing endpoint	HRBlizz /payProcessingFeature endpoint
Pay Company ID Type / Pay Group ID Type	Reference ID / Organization Code / Workday ID (as agreed for HRBlizz)

9.3.3 Pay-group vendor associations

Add the in-scope pay groups under the HRBlizz vendor with the Global Payroll Hub feature.

9.3.4 Payroll Processing Checklist Templates

Configure Maintain Payroll Processing Checklist Templates so the run steps shown in GPH match the customer's payroll cycle. Associate the template with the relevant pay groups.

9.4 API reference

GPH uses the following endpoints (paths relative to the HRBlizz GPH base URL; see Appendix C):

Endpoint	Purpose
/payProcessingFeature	Primary GPH entry point used by Workday
/paySummary	Summary totals for a pay run
/payProgress	Progress/stage of the pay run
/payDetailData	Detailed pay data set

Endpoint	Purpose
/payDetail	Pay detail view
/payVariance	Variance vs prior period(s)

9.4.1 Authorizations API integration

Before returning data, the GPH views resolve the user's permissions through the Authorizations API. A typical flow obtains a Bearer token, then posts an authorization request describing the feature and targets, and reads back the permission for each target.

```
curl --location 'https://[WorkdayBaseURL]/ccx/oauth2/[TenantName]/token' \
--header 'Content-Type: application/x-www-form-urlencoded' \ --data-urlencode
'grant_type=refresh_token' ...curl --location
'https://[WorkdayBaseURL]/ccx/api/globalPayroll/v1/[TenantName]/authorizatio
ns' \ --header 'Authorization: Bearer [AccessToken]' \ --header 'Content-Type:
application/json' \ --data '{ ...authorization request... }'
```

Permission values: The Authorizations API returns one of READ, WRITE, NONE or UNSUPPORTED for each target. GPH must honour these when deciding which views/actions to expose to a user.

9.5 HRBlizz configuration (Lifecycle Visibility)

In HRBlizz, GPH corresponds to the Lifecycle Visibility plug-in. Enabling it allows HRBlizz to publish run status, progress, detail and variance to Workday.

Enablement is per agreement.

9.6 Validation & test scenarios

In addition to functional checks, GPH validation includes confirming the vendor connection for both the audited and metadata vendor paths. In the browser Developer Tools Network



tab, filter for the “forward” requests Workday issues to the vendor and confirm they return successfully for each connection type.

#	Scenario	Expected result
1	Open GPH for an in-scope pay group	Run summary and progress are displayed
2	Open pay detail (/payDetail, /payDetailData)	Detail data renders for the selected run
3	Open variance (/payVariance)	Variance vs prior period is shown
4	User without permission opens GPH	Authorizations API returns NONE; views are correctly hidden
5	Audited vendor connection test	“forward” request in Network tab succeeds for the audited path
6	Metadata vendor connection test	“forward” request in Network tab succeeds for the metadata path

10. Cross-cutting features

The following capabilities are shared across more than one GPC component. Configure them once and reuse them.

10.1 Authorizations API

The Authorizations API lets HRBlizz ask Workday what a given user is permitted to do for a feature and a set of targets (for example pay groups). It is used primarily by GPH but the same pattern applies wherever per-user permissioning is needed.

10.1.1 Security domain

Grant View: Global Payroll Authorizations (functional area Global Payroll Connect) to the integration security group with View and Modify / Get and Put.

10.1.2 Endpoint & request

POST

```
https://[WorkdayBaseURL]/ccx/api/globalPayroll/[version]/[TenantName]/authorizationsAuthorization: Bearer [AccessToken]Content-Type: application/json{"feature": "GPH", "targets": [ { "type": "PayGroup", "id": "[PayGroupID]" } ]}
```

The response returns, for each target, a permission of READ, WRITE, NONE or UNSUPPORTED. HRBlizz must enforce these when rendering data and actions.

10.2 Callbacks for import web services (ExPR / ExPD)

Because the external-payroll import web services are asynchronous, Workday can call back to HRBlizz when processing completes, so HRBlizz does not have to poll. ExPR and ExPD share a single callback endpoint; the request is routed by the processDescription so HRBlizz can tell which import the callback relates to.

- Dedicated ISU – the callback uses its own integration system user, separate from the import ISU.
- Grant the Background Process Management domain so callbacks for background (import) processes are permitted.

- 
- Configure the single HRBlizz callback endpoint; routing is by processDescription.
 - Secure the callback with a JWT carrying the expected claims: iss, aud, sub and tenant.

Verification still required: A callback (or a 200 response) confirms receipt, not success. Always reconcile with Get_Import_Process_Messages for the definitive processing outcome.

Mercans Integration configuration specialist will confirm callback endpoint URL(s) per environment and the JWT issuer/audience values expected.

11. Security Configuration Reference

This section consolidates the full Workday security configuration for the HRBlizz integration. It is derived from the Mercans configurable security definition and complements the per-feature security steps in Sections 5–10. Use it to build a single Integration System Security Group (Unconstrained) – referred to here as the Mercans ISSG – with the HRBlizz ISU as a member.

Operations explained: Web-service access uses Get / Put. Workday user-interface access uses View / Modify. Several domains are granted both because the same policy governs both channels.

11.1 Integration system security group

Setting	Value
Security group name	Mercans (Integration System Security Group)
Type	Integration System Security Group (Unconstrained)
Context type	Unconstrained
Members (ISU)	MercansISU

11.2 Domain security policy permissions

Grant the following domain security policy permissions to the Mercans ISSG. Group is by Workday functional area; the Operations column lists the access required across all five features.

Global Payroll Connect



Domain	Operations
Manage: Data Changes On Demand	View & Modify, Get & Put
Reports: Data Changes On Demand Results	View & Modify, Get & Put
Manage: Global Payroll Processing	View & Modify, Get & Put
View: Global Payroll Hub	View & Modify
View: Global Payroll Authorizations	View & Modify, Get & Put
Worker Data: Payroll Interface (Additional Payroll Data)	View & Modify

Integration

Domain	Operations
Integration Event	View & Modify, Get & Put
Integration Build	View & Modify, Get & Put
Integration Debug	View & Modify, Get & Put

Payroll Interface

Domain	Operations
Set Up: Payroll Interface	Get & Put
Payroll Interface	Get & Put
View: Maintain Payroll Interface	View & Modify
Set Up: Payroll Interface (Update Pay Period Status)	View Only, Get Only



Domain	Operations
Worker Data: Payroll Interface (incl. External Payroll Documents, Local Payroll Data, Pay Group Specific, Payroll Input by Worker, Tax Elections)	View & Modify, Get & Put
Worker Data: Payroll Interface (Payment Elections)	View & Modify, Get & Put

Core Payroll

Domain	Operations
Set Up: Payroll (incl. General, Model My Pay, Payment Election Rules, Proration, Reporting)	View & Modify, Get & Put
Set Up: Payroll - Pay Group Specific	View & Modify, Get Only
Reports: Pay Calculation Results for Worker (incl. Audits, Payslips, Results)	View & Modify, Get Only
Reports: Pay Calculation Results for Pay Group (incl. Accounting Results, Audits, Results)	Get & Put

Staffing

Domain	Operations
Ad Hoc Worker Communications	Get & Put
Worker Data: Current Staffing Information	View Only, Get & Put
Worker Data: Workers	View & Modify, Get Only
Worker Data: Public Worker Reports	View Only, Get Only



Domain	Operations
Worker Data: Staffing (incl. Assignments and Global Mobility, External Worker ID, Flexible Work Arrangements, Staffing Activity Summary, and more)	View Only, Get Only
Worker Data: All Positions	Get & Put

Other functional areas

Domain	Functional area	Operations
Reports: Public Profile	Personal Data	Get & Put
Manage: Organization Integration Documents	Organizations and Roles	View & Modify, Get & Put
Set Up: Organization	Organizations and Roles	Get & Put
Worker Data: Time Off (incl. Adjustments and Overrides, Liability Reporting, Limit Overrides)	Time Off and Leave	Get Only
Set Up: Tenant Setup - Payroll	System	Get Only
Job Profile: View	Jobs & Positions	View Only, Get Only
Job Information	Jobs & Positions	View Only, Get Only
Job Directory	Jobs & Positions	View Only, Get Only

Self-service (granted to employee roles, not the ISU)

Domain	Functional area	Purpose
Self-Service: Payroll Interface (Additional Payroll Data)	Payroll Interface	Employee entry of their own additional payroll data (APD)

ISU best practice: Use a dedicated ISU per integration purpose (e.g. a separate ISU for callbacks. Keep refresh tokens secure, restrict to IP ranges where possible, and review the security group periodically against the features actually in use.

12. API client & OAuth reference

All REST traffic between HRBlizz and Workday is authenticated with OAuth 2.0 using a registered API Client for Integrations. This section records the reference configuration used by Mercans; values in brackets are environment-specific and must be supplied per tenant.

12.1 Endpoints

Endpoint	Value (implementation example)
Workday REST API endpoint	https://[WorkdayBaseURL]/ccx/api/v1/[TenantName]
Token endpoint	https://[WorkdayBaseURL]/ccx/oauth2/[TenantName]/token
Authorization endpoint	https://[WorkdayBaseURL]/[TenantName]/authorize

Base URL ≠ login URL: The API/services base URL (e.g. impl-services1.wd12.myworkday.com) is not the same host as the browser login URL. Use the services host for API and token calls.

12.2 API client settings

Setting	Value
Client name	MercansAPIUser
Grant type	Authorization Code Grant
Access token type	Bearer
Non-expiring refresh tokens	No
Refresh token timeout	Set per policy (days)

Setting	Value
Scope (functional areas)	Contact Information, Global Payroll Connect, Integration, Payroll Interface, Staffing, System, Tenant Non-Configurable
Include Workday Owned Scope	Yes
Restricted to IP ranges	Recommended (set to HRBlizz egress IPs)

Mercans' Integration Team will provide environment-specific OAuth values

Provide Client ID, the scopes actually granted, and the token/authorization endpoints for each environment (implementation, sandbox, production).

12.3 Generating a token

Once the client is authorised and a refresh token obtained, exchange it for a short-lived Bearer access token:

```
curl --location 'https://[WorkdayBaseURL]/ccx/oauth2/[TenantName]/token' \
--header 'Content-Type: application/x-www-form-urlencoded' \ --data-urlencode
'grant_type=refresh_token' \ --data-urlencode 'refresh_token=[RefreshToken]' \
--data-urlencode 'client_id=[ClientID]' \ --data-urlencode
'client_secret=[ClientSecret]'
```

Use the returned access_token as a Bearer token on subsequent REST calls (DCoD, APD, GPH, Authorizations).

13. Validation & testing

13.1 Approach

Each feature should be validated against a defined and agreed set of test cases. The Mercans test workbook contains per-feature test sheets (DCoD, ExPR, ExPD, APD and GPH) with steps, expected results, a Pass/Fail column and a link to a screen recording for each case.

Recommended order of validation follows the dependency sequence: configure and validate DCoD first, then the inbound features (ExPR, ExPD), then APD and GPH.

13.2 Test-case catalogue (summary)

Feature	Representative checks
DCoD	Token issuance; effectiveChanges request; field retrieval; Blobitory document download; acknowledgement received
ExPR	Import_External_Payroll_Result accepted (200); status via Get_Import_Process_Messages; error handling
ExPD	Import_External_Payroll_Document for payslip/tax/other; document visible on worker; display-date behaviour; delete
APD	Landing page; valid values (scoped); recalculate; submit (valid/invalid); history; delete; self-service
GPH	Summary/progress/detail/variance views; Authorizations permissions honoured; audited & metadata vendor "forward" requests succeed

13.3 Evidence & sign-off

- Recorded the Document IDs returned by DCoD requests and the import process identifiers for ExPR/ExPD so each test can be traced.
- Attached the screen recordings referenced in the test workbook as evidence for each case.

14. Troubleshooting & FAQ

Symptom / question	Explanation & action
I sent an ExPR/ExPD import and got 200 OK – is it done?	No. The import web services are asynchronous; 200 only confirms receipt. Call <code>Get_Import_Processes / Get_Import_Process_Messages</code> (or wait for the callback) for the definitive outcome.
Where do I see why records failed?	In the import process messages. Errors and warnings are returned there, not in the original 200 response.
API/token calls fail or hit the wrong host	Use the services base URL (e.g. <code>impl-services1.wd12.myworkday.com</code>), not the browser login host. Verify the tenant name in the path.
DCoD returns no data / missing fields	Check that the pay group is added in Maintain Pay Group Vendor Associations, the field paths are in the request <code>fields.onlyInclude</code> list, and the field-paths workbook version matches the tenant.
Only one DCoD integration should exist	Create exactly one integration from the Data Changes on Demand template per tenant. Duplicate integrations cause conflicts.
APD picklist shows too many / wrong values	Valid values must be scoped (e.g. to the worker's country). Confirm the <code>validValues</code> response and that tax country is restricted to the worker's country.
GPH views are empty for a user	The Authorizations API likely returned NONE for that user/target. Confirm the user's security and the authorization request targets.
GPH applet / vendor connection check	Use the Developer Tools Network tab and filter for the "forward" request to confirm the audited and metadata vendor connections succeed.



Symptom / question	Explanation & action
Acknowledgement / callback not received	Confirm the acknowledgement endpoint (audited vendor mapping) and the callback ISU + Background Process Management domain, and that the JWT claims (iss/aud/sub/tenant) are correct.
Where is the authoritative field list?	Use the field-paths workbook / data-dictionary mapping (Appendix B). Field paths are versioned (v1 in production).

15. Appendices

Appendix A – Glossary

Term	Meaning
GPC	Global Payroll Connect – Workday’s framework for connecting third-party payroll providers
DCoD	Data Changes on Demand – outbound retrieval of worker/payroll data from Workday
EON	Event Outbound Notifications – lifecycle event push from Workday
ExPR	External Payroll Results – inbound payroll results import
ExPD	External Payroll Documents – inbound payslip/tax-document import
APD	Additional Payroll Data – country-specific data capture rendered by Workday
GPH	Global Payroll Hub – payroll run lifecycle visibility in Workday
ISU	Integration System User – the service account used by the integration
ISSG	Integration System Security Group – the security group granting the ISU its domains
Audited vendor	Vendor pattern where endpoints (e.g. acknowledgement) are configured in the vendor mapping
Metadata vendor	Vendor pattern where the provider describes data dynamically (e.g. APD)
Blobitory	Workday document/blob store used to retrieve DCoD documents
HRBlizz	Mercans’ global payroll platform integrated with Workday via GPC

Appendix B – DCoD field-path reference/Data mapping

DCoD field paths are maintained in the field-paths workbook and the data-dictionary mapping. Each entry pairs a Workday Instance ID and JsonPath with the corresponding HRBlizz PartnerPath, and indicates whether the field is global or country-specific.

- Select the fields HRBlizz needs and pass them in the request fields.onlyInclude list.
- Map each returned path to the HRBlizz pay element / attribute per the data-dictionary mapping.

Appendix C – Endpoint summary

Consolidated list of the endpoints referenced in this guide. Workday hosts are environment-specific; HRBlizz hosts must be supplied per environment.

Side	Feature	Endpoint (template)
Workday	OAuth token	https://[WorkdayBaseURL]/ccx/oauth2/[TenantName]/token
Workday	DCoD	POST /ccx/api/globalPayroll/[version]/[TenantName]/effectiveChanges
Workday	DCoD (status)	GET /ccx/api/globalPayroll/[version]/[TenantName]/effectiveChanges/[processingWID]
Workday	DCoD (document)	GET /ccx/cc-blobitory/[TenantName]/[documentID]
Workday	Authorizations	POST /ccx/api/globalPayroll/[version]/[TenantName]/authorizations
Workday	ExPR / ExPD	SOAP: Import_External_Payroll_Result / Import_External_Payroll_Document; status via Get_Import_Processes / Get_Import_Process_Messages

Side	Feature	Endpoint (template)
HRBlizz	DCoD ack / EON	[INPUT REQUIRED] acknowledgement & notification endpoints
HRBlizz	Callback (ExPR/ExPD)	[INPUT REQUIRED] single callback endpoint (routed by processDescription)
HRBlizz	APD	[INPUT REQUIRED] /landingPage, /validValues, /recalculate, /submit, /history
HRBlizz	GPH	[INPUT REQUIRED] /payProcessingFeature, /paySummary, /payProgress, /payDetailData, /payDetail, /payVariance

Appendix F – References

- Mercans GPN deliverable workbook – GPN_Document_Deliverable_Mercans_v2.xlsx (UseCase, ConfigurableSecurityDef, ConfigurableAPIClient, Data Dictionary Mapping, DetailedDataMapping, and per-feature test cases).
- Workday Global Payroll Connect product documentation and the GPC web-service/REST API references for DCoD, External Payroll Results/Documents, Additional Payroll Data, Global Payroll Hub and Authorizations.
- Mercans HRBlizz integration guides



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