Payroll departments are looking to stay abreast of changing regulations across the globe, address the demands of multicountry operations, and reduce risk.

From cloud-based solutions to data analytics capability, enhanced service, and reduced costs, leading companies are redesigning payroll operations as a strategic opportunity to understand where they are today and where they want to be in the future.

KPMG LLP (KPMG) Integrated Payroll Transformation enabled by Workday

KPMG’s Payroll Transformation Services enabled by Workday helps enable an organization’s payroll department to take their operations to the next level and keep pace with the demands of the global marketplace.

KPMG’s Workday practice can help bring your payroll practice to the cloud for both domestic and international. Our American Payroll Association and Workday certified consultants have experience in both United States and Canadian payrolls. We have experience in working with payroll aggregators to support your global implementations. We will work with your payroll, human resources, and finance teams to develop a robust and scalable Workday solution to propel you.

KPMG’s Global HR Center of Excellence

KPMG professionals can review and assist in transforming your legacy payroll system into a robust and agile solution. Leveraging KPMG’s resources in tax and shared services, your payroll team will have the availability of resources to assist in your payroll implementation.

We have integrated our Workday capabilities with our global HR Center of Excellence to address global process design. Additionally, we have leveraged our Employment Tax and Shared Services & Outsourcing Advisory professionals to redesign payroll operations, identify cost savings/refund opportunities, develop a long-term global payroll strategy for your organization, and facilitate compliance and operational reviews.
## Project Approach for Workday Implementation

### Key activities

<table>
<thead>
<tr>
<th>Plan</th>
<th>Architect</th>
<th>Configure &amp; Prototype</th>
<th>Test</th>
<th>Deploy</th>
</tr>
</thead>
<tbody>
<tr>
<td>• Project Preparation</td>
<td>• Current Business Practice Discovery</td>
<td>• Configure Prototype</td>
<td>• System Testing</td>
<td>• Training and rollout</td>
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<tr>
<td>• Functional Scope Discovery</td>
<td>• Architect Major Functionality</td>
<td>• Integration Development</td>
<td>• Integration Testing</td>
<td>• Final data conversion and configuration</td>
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<tr>
<td>• Integrations Scope Discovery</td>
<td>• Architect Data Elements</td>
<td>• Report Development</td>
<td>• User Acceptance Testing</td>
<td>• Transition to Production Services</td>
</tr>
<tr>
<td>• Initial Prototype Data Gathering</td>
<td>• Architect BP and Rules</td>
<td>• Testing and Training Preparation</td>
<td>• Parallel Testing with third party payroll vendor or remaining legacy Payroll</td>
<td>• Project close</td>
</tr>
<tr>
<td>• Workshop Blueprint Review</td>
<td>• Architect Reports</td>
<td>• Final Configuration Prototype/Full data conversion</td>
<td>• Architect Integrations</td>
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<tr>
<td>• Project Kick Off</td>
<td>• Update Workplan and project charter</td>
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</table>

### Overall Project Road map and Time line

- Strategic and tactical recommendations for:
  - Business Flows
  - Earning and Reductions
  - Tax Setup
  - Accounting
  - Integration

- Technology and business process integration

- Client confidence in Payroll system functionality
- Trained users
- Increased adoption

- Workday Payroll deployed successfully

### The KPMG Advantage

KPMG’s strong Workday Payroll experience, and our leading position in shared services and outsourcing, along with our knowledge of payroll tax issues, create the foundation for a truly integrated payroll solution that leverages the Workday platform as the single system of record while addressing the broad challenges associated to supporting global payroll.

- Sharper Payroll insight
- Keeps pace with changing regulations
- Supports a mobile, distributed HR organization
- Always current on Workday releases
- As easy to use as Internet applications

### Ancillary Services

- **Vendor selection process:** KPMG resources will assist your team in developing a process to select a vendor partner that suits your business needs.
- **Change Management:** Working with your stakeholders, KPMG’s resources can facilitate change management and assist in training your team to process Workday payroll.

### KPMG insights

The KPMG knowledge base of articles and publications demonstrates our understanding of the complex business challenges faced by companies. To access our HR Transformation thought leadership, click [here](http://www.kpmg.com/US/) or visit [www.kpmg.com/US/](http://www.kpmg.com/US/)

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