

Workday 2024 R2 Release Impact Analysis

Integration task

2024

Integration task

Automatically available features



Integrations - Purge pre-hire data

What's changing

With 2024R2, Workday enables you to purge data for Pre-Hires who don't have a candidate, student, or worker record in Workday.

This update enables you to clean up a large volume of extraneous data and helps your organization to maintain compliance with data protection and General Data Protection Regulation (GDPR) requirements.

Additional considerations

Existing purgeable data types

Workday enables these existing purgeable data types (PDTs) so that you can use them to purge data for Pre-Hires who don't have a candidate, student, or worker record in Workday:

- Names
- Contact Information
- Personal Information
- Person's IDs
- Person's Payment Elections

- Pre-Hire Resume
- Event Data
- Questionnaire Results
- System
- Universal ID

What do i need to do?

You must access the Purge Person Data task if you want to purge data for Pre-Hires who don't have a candidate, student, or worker record in Workday. To remove payment election data for Pre-Hires, Payroll administrators must create a custom report, then access the Purge Person Data task.

What happens if i do nothing?

All Pre-Hire data remains in Workday.



Integrations - Purge pre-hire data (cont.)

Additional considerations

New purgeable data types

Workday also deliver these new purgeable data types (PDTs) so that you can use them to purge data for Pre-Hires who don't have a candidate, student, or worker record in Workday:

- Pre-Hire ID
- Pre-Hire Data

Payment election data

Payroll administrators can now remove payment election data for Pre-Hires.

Note: You can only purge data for a Pre-Hire when:

- The Pre-Hire is created as a standalone Pre-Hire.
- There's no active, terminated or former worker, student, or candidate record linked to the Pre-Hire.
- The Pre-Hire doesn't have complete or in-progress Hire events.
- The Pre-Hire doesn't have incomplete events.
- Payment Election Data

Community link <u>https://doc.workday.com/release-notes/en-us/hrinfra/8083398.html</u>



Workday 2024 release 2 automatically available features

Prior to 2024R2	Post 2024R2	Impact
Purge Person Data task is available.	Purge Person Data task is available for purging Pre-Hires who don't have a candidate, student, or worker record in Workday.	Y/N: No
		Impact description: Purge Person Data task just included a new functionality to purge data for pre-hire.

Effort	N/A	Defect link	
			https://doc.workday.com/release- notes/en-us/hrinfra/8083398.html



Workday release 2 automatically available features

Before release

Pre-Hire Purge Report

Report Name	Purge Pre-Hires			Report Tag	is Purge	
Report Type	Advanced					
Data Source	All Pre-Hires					
Data Source Type	Standard					
Primary Business Object	Pre-Hire					
> Additional Info	•					
Columns Sort	Filter Prompts	Output	Share	Advanced		
1 item						
Business Object		Field			Format	
Pre-Hire		Pre-Hire				

Purge Person Data Task

Population to Purge (Report Definition) \star	Search	≔
	é ali	
	OVID-19 Vaccination Details for Purging	
	VS Candidates With Purge Request - Copy	

Noticed that the Pre-Hire Purge report is NOT available from the report definition purge selection

After release

Pre-Hire Purge Report

Report Name Report Type	VS Purge Pre-Hires Advanced	Repor	t Tags Purge		Purge	Person Data			
Data Source Data Source Type Primary Business Object	All Pre-Hires Standard Pre-Hire				Populat	ion to Purge (Report Definition)	★ VS Purge Pre-Hires ⊙	•• :	≡
> Additional Info	> Additional Info Select Privacy Data To Purge 18								
Columns Sort	Population to Purge Report Definition VS Purge Reviews Obust Nerma of Instances to In Purged Applicant								
Business Object		Field	Format		13 items	refected population			∀ ⊡ .7
Pre-Hire		Pre-Hire			Select	Area Applicant Resume for Terminated Workers	Date to be Perged Applicant Resume attachments for Terminated Workers	Is Date-Driven	Î

Purge Person Data Task

Noticed that the Pre-Hire Purge report is available and a total of 13 fields can be purged from the Pre-Hire data.



Integration – Integration event statuses

What's changing

With this update, we enhance the performance and usability of Workday integrations by improving the accuracy of our integration event statuses.

If an integration reaches a timeout limit, we display a Failed status instead of a Completed with Errors status. For integration events with a Failed status, we recommend checking the integration logs, troubleshooting any issues and then rerunning the integration.

This update enables you to more accurately identify, assess, and troubleshoot potential issues and errors with your integrations, improving efficiency and usability.

Additional considerations

N/A

What do i need to do?

N/A

What happens if i do nothing? N/A

Community link <u>https://doc.workday.com/release-notes/en-us/icp/7045090.html</u>



Form completion assistant

What's changing

With this release, we enhance the visibility of Form Completion Assistant prompt recommendations by displaying them below supported prompts.

We also enable the Maintain Machine Learning Prompt Recommendations task to manage prompts supported by the Form Completion Assistant.

Form Completion Assistant is optimized for Universal Main Subscription Agreement subscribers, but all purchasers of relevant SKUs can use it.

Additional considerations

N/A

What do i need to do?

N/A

What happens if i do nothing? N/A

> https://doc.workday.com/release-notes/enus/ml/8054136.html#qid=1204663



Security for personal information items

What's changing

This enhancement provides users with a more consistent experience when securing Personal Information items and prevents unintended access to data.

Custom ID Report Field: We add more granular security to the Custom ID report field by removing it from the Public Reporting Items domain and adding it to these domains:

- Audit: Student Data
- Person Data: ID Information
- Person Data: Other IDs
- Pre-Hire Personal Data: ID Information
- Self-Service: ID Information
- Self-Service: Other IDs
- Worker Data: Beneficiary Other IDs
- Worker Data: Current Staffing Information

Additional considerations

N/A

What do i need to do?

 There's no action required. This update is automatically available.

What happens if i do nothing?

No data will be populated for the fields moved from public reporting domain to the new domains if the ISU/User does not have access to the new domains.

Community link <u>https://doc.workday.com/release-notes/en-us/hrpersoninf/8130946.html#qid=1204499</u>



What's changing

Government ID Report Field: We add more granular security to the Government ID report field by removing it from the Public Reporting Items domain and adding it to these domains:

- Audit: Student Data
- Candidate Data: National and Government IDs
- Manage: Supervisory Organization
- Person Data: Government IDs
- Person Data: ID Information
- Self-Service: Government IDs
- Self-Service: ID Information
- Worker Data: Beneficiary Government IDs
- Worker Data: Dependent Government IDs

Additional considerations

N/A

What do i need to do?

 There's no action required. This update is automatically available.

What happens if i do nothing?

No data will be populated for the fields moved from public reporting domain to the new domains if the ISU/User does not have access to the new domains.

Community link <u>https://doc.workday.com/release-notes/en-</u>us/hrpersoninf/8130946.html#qid=1204499



What's changing

ID Report Fields: We add more granular security to these ID report fields:

• ID Added, ID Changed, ID Removed

We remove them from the Public Reporting Items domain and add them to these domains:

- Audit: Student Data
- Audits: Workday Support
- Candidate Data: National and Government IDs
- Former Worker Storage
- Manage: Student Application Entry State
- Manage: Supervisory Organization
- Person Data: Government IDs
- Person Data: ID Information
- Person Data: Licenses
- Person Data: Other IDs
- Person Data: Passports and Visas
- Pre-Hire Personal Data: ID Information
- Process: Payroll Settlement
- Reports: Pay Calculation Results for Worker (Payslips)

Additional considerations

N/A

What do i need to do?

• There's no action required. This update is automatically available.

What happens if i do nothing?





What's changing

REST API Public

- Self-Service: Beneficiary SSN Reporting
- Self-Service: Dependent SSN Reporting
- Self-Service: Government IDs
- Self-Service: I-9 Forms
- Self-Service: ID Information
- Self-Service: Licenses
- Self-Service: Other IDs
- Self-Service: Passports and Visas
- Worker Data: Beneficiary Government IDs
- Worker Data: Beneficiary National IDs
- Worker Data: Beneficiary Other IDs
- Worker Data: Beneficiary SSN Reporting
- Worker Data: Current Staffing Information
- Worker Data: Dependent Government IDs
- Worker Data: Dependent National IDs
- Worker Data: Dependent SSN Reporting and Worker Data: I-9 Forms

What do i need to do?

• There's no action required. This update is automatically available.

What happens if i do nothing?

No data will be populated for the fields moved from public reporting domain to the new domains if the ISU/User does not have access to the new domains.

 https://doc.workday.com/release-notes/enus/hrpersoninf/8130946.html#qid=1204499



What's changing

National ID report fields: Workday adds more granular security to these National ID report fields:

- National ID Formatted
- National ID in Display Format
- National ID Obscured
- National ID Unformatted

We remove them from the Public Reporting Items domain and add them to these domains:

- Audit: Student Data
- Audits: Workday Support
- Candidate Data: National and Government IDs
- Former Worker Storage
- Manage: Student Application Entry State
- Person Data: Government IDs
- Person Data: ID Information
- Pre-Hire Personal Data: ID Information
- Process: Payroll Settlement
- Reports: Pay Calculation Results for Worker (Payslips)

What do i need to do?

• There's no action required. This update is automatically available.

What happens if i do nothing?



What's changing

- Self-Service: Beneficiary SSN Reporting
- Self-Service: Dependent SSN Reporting
- Self-Service: Government IDs
- Self-Service: ID Information
- Worker Data: Beneficiary National IDs
- Worker Data: Beneficiary SSN Reporting
- Worker Data: Dependent National IDs and Worker Data: Dependent SSN Reporting

What do i need to do?

• There's no action required. This update is automatically available.

What happens if i do nothing?

No data will be populated for the fields moved from public reporting domain to the new domains if the ISU/User does not have access to the new domains.

 https://doc.workday.com/release-notes/enus/hrpersoninf/8130946.html#qid=1204499



What's changing

ID Value Changed Report Field: Workday adds more granular security to the ID Value Changed report field by removing it from the Public Reporting Items domain and adding it to these domains:

- Audit: Student Data
- Audits: Workday Support
- Candidate Data: National and Government IDs
- Former Worker Storage
- Manage: Student Application Entry State
- Manage: Supervisory Organization
- Person Data: Government IDs
- Person Data: ID Information
- Person Data: Licenses
- Person Data: Other IDs
- Person Data: Passports and Visas
- Pre-Hire Personal Data: ID Information
- Process: Payroll Settlement
- Reports: Pay Calculation Results for Worker (Payslips)

Additional considerations: N/A

What do i need to do?

 There's no action required. This update is automatically available.

What happens if i do nothing?



What's changing

REST API Public

- Self-Service: Beneficiary SSN Reporting
- Self-Service: Dependent SSN Reporting
- Self-Service: Government IDs
- Self-Service: I-9 Forms
- Self-Service: ID Information
- Self-Service: Licenses
- Self-Service: Other IDs
- Self-Service: Passports and Visas
- Worker Data: Beneficiary Government IDs
- Worker Data: Beneficiary National IDs
- Worker Data: Beneficiary Other IDs
- Worker Data: Beneficiary SSN Reporting
- Worker Data: Current Staffing Information
- Worker Data: Dependent Government IDs
- Worker Data: Dependent National IDs
- Worker Data: Dependent SSN Reporting and Worker Data: I-9 Forms

What do i need to do?

• There's no action required. This update is automatically available.

What happens if i do nothing?



What's changing

Form I-9 Section Name Report Field: Workday adds more granular security to the Form I-9 Section Name report field by removing it from the Public Reporting Items domain and adding it to these domains:

- Audit: Student Data
- Audits: Workday Support
- Candidate Data: National and Government IDs
- Former Worker Storage
- Manage: Student Application Entry State
- Manage: Supervisory Organization
- Person Data: Government IDs
- Person Data: ID Information
- Person Data: Licenses
- Person Data: Other IDs
- Person Data: Passports and Visas
- Pre-Hire Personal Data: ID Information
- Process: Payroll Settlement
- Reports: Pay Calculation Results for Worker (Payslips)

Additional Considerations:N/A

What do i need to do?

 There's no action required. This update is automatically available.

What happens if i do nothing?



What's changing

REST API Public

- Self-Service: Beneficiary SSN Reporting
- Self-Service: Dependent SSN Reporting
- Self-Service: Government IDs
- Self-Service: I-9 Forms
- Self-Service: ID Information
- Self-Service: Licenses
- Self-Service: Other IDs
- Self-Service: Passports and Visas
- Worker Data: Beneficiary Government IDs
- Worker Data: Beneficiary National IDs
- Worker Data: Beneficiary Other IDs
- Worker Data: Beneficiary SSN Reporting
- Worker Data: Current Staffing Information
- Worker Data: Dependent Government IDs
- Worker Data: Dependent National IDs
- Worker Data: Dependent SSN Reporting and Worker Data: I-9 Forms

What do i need to do?

• There's no action required. This update is automatically available.

What happens if i do nothing?



What's changing

Global Identifier Report Field: Workday adds more granular security to the Global Identifier report field by removing it from the Public Reporting Items domain and adding it to these domains:

- Audit: Student Data
- Audits: Workday Support
- Candidate Data: National and Government IDs
- Former Worker Storage
- Manage: Student Application Entry State
- Manage: Supervisory Organization
- Person Data: Government IDs
- Person Data: ID Information
- Person Data: Licenses
- Person Data: Other IDs
- Person Data: Passports and Visas
- Pre-Hire Personal Data: ID Information
- Process: Payroll Settlement
- Reports: Pay Calculation Results for Worker (Payslips)

What do i need to do?

 There's no action required. This update is automatically available.

What happens if i do nothing?



What's changing

REST API Public

- Self-Service: Beneficiary SSN Reporting
- Self-Service: Dependent SSN Reporting
- Self-Service: Government IDs
- Self-Service: I-9 Forms
- Self-Service: ID Information
- Self-Service: Licenses
- Self-Service: Other IDs
- Self-Service: Passports and Visas
- Worker Data: Beneficiary Government IDs
- Worker Data: Beneficiary National IDs
- Worker Data: Beneficiary Other IDs
- Worker Data: Beneficiary SSN Reporting
- Worker Data: Current Staffing Information
- Worker Data: Dependent Government IDs
- Worker Data: Dependent National IDs
- Worker Data: Dependent SSN Reporting and Worker Data: I-9 Forms

What do i need to do?

• There's no action required. This update is automatically available.

What happens if i do nothing?



What's changing

Masked Identification # (Public REST) Report Field: Workday adds more granular security to the Masked Identification # (Public REST) report field by removing it from the Public Reporting Items domain and adding it to the REST API Public domain.

Visa Identification Number Report Field: Workday adds more granular security to the Visa Identification Number report field by removing it from the Public Reporting Items domain and adding it to these domains:

- Audit: Student Data
- Person Data: ID Information
- Person Data: Passports and Visas
- Self-Service: ID Information
- Self-Service: Passports and Visas
- Worker Data: Dependent Government IDs

Additional considerations: N/A

What do i need to do?

 There's no action required. This update is automatically available.

What happens if i do nothing?

No data will be populated for the fields moved from public reporting domain to the new domains if the ISU/User does not have access to the new domains.

 https://doc.workday.com/release-notes/enus/hrpersoninf/8130946.html#qid=1204499



What's changing

Pre-Hire Prompt on Tasks: Workday adds contextual security on the Prehire prompt for these tasks :

- Edit ID Information for Pre-Hire
- Edit Pre-Hire Contact Information
- Pre-Hire Contact Information
- Pre-Hire ID Information
- Pre-Hire Names

Additional considerations: N/A

What do i need to do?

• There's no action required. This update is automatically available.

What happens if i do nothing?

No data will be populated for the fields moved from public reporting domain to the new domains if the ISU/User does not have access to the new domains.

 https://doc.workday.com/release-notes/enus/hrpersoninf/8130946.html#qid=1204499



Workday 2024 release 2 automatically available features

Prior to 2024R2	Post 2024R2	Impact
Prior to 2024R2,the Custom ID report field, Government ID Report Field, ID Report Fields, National ID report fields, ID Value Changed Report Field, License Number Report Field, Passport Number Report Field, Form I-9 Section Name Report Field, Global Identifier Report Field, Masked Identification # (Public REST) Report Field, Visa Identification Number Report Field are in Public Reporting Items domain	After the release, workday added more granular security to the Custom ID report field, Government ID Report Field, ID Report Fields, National ID report fields, ID Value Changed Report Field, License Number Report Field, Passport Number Report Field, Form I-9 Section Name Report Field, Global Identifier Report Field, Masked Identification # (Public REST) Report Field, Visa Identification Number Report Field by removing it from the Public Reporting Items domain and added to their specific domains	Y/N: Yes Impact description: No data will be populated for the fields moved from public reporting domain to the new domains if the ISU/User does not have access to the new domains.

 Defect link

 Community link

 https://doc.workday.com/release-notes/en-us/hrpersoninf/8130946.html#qid=1204499



Effort N/A

Workday release 2 automatically available features

efore release					
View Security for Securable Item	National ID in Display Format				
Type Report Field					
Permission Required View					
Domain Security 1 item					
Security Policy	Domain	Functional Areas			
	٩	Tenam Non-Configurable			

After release

View Security for Securable Item Revenue 10 in Displa	y Format 💮		
Type Report Field			
Permission Required View			
Security 17 hems			
Security Policy	Domain	Functional Areas	Permitted Security Groups
Pre-Hire Resound Data: © Information	a,	Provide Process	HB Administrator HB Acalget HB Execution HB Execution HB Execution HB Prove (th) (acatelian)
Person Data, C Information	G,	Personal Data	Benefits Administrator Benefits Pattern Benefits System g.c.lens 3555 Hill Administrator Million (77)
Process Payod Settlement	¢.	Core Payrol	Cash Manger Cash Manger Controller Inglementes Paynt Annumant O Marc (3)
Self-Service: ID Information	٩	Personal Data	
Reports: Pay Calculation Results for Worker (Paysign)	d'	Core Payrol	Inglementers inc.undowd, (300 Payol Administrator Payoria Justice Payoria Substance Payoria Substance Man (2)
Person Data: Bovenment IDs	Q,	Personal Data	Benefits Administrator Benefits Partner Field Impacts Analyzer, (ISS)



Workday release 2 automatically available features

Before release						
View Security for Securable Item	assport Number					
Type Report Field						
Permission Required View						
Domain Security 1 item						
Security Policy	Domain	Functional Areas				
	Q,	Tenant Non-Configurable				

After release

View Security for Securable Item Passport Number		
Type Report Field		
Permission Required View		
Domain Security 7 items		
Security Policy	Domain	Functional Areas
Pre-Hire Personal Data: ID Information	٩	Pre-Mire Process
Person Data: ID Information	٩	Persona Data
Self-Service: ID Information	٩	Personal Data
Person Data: Passports and Visas	٩	Persona Data
Self-Service: Passports and Visas	۹	Persona Data
Worker Data: Dependent Bovernment IDs	Q	Bendita Personal Data



Setup required features





Supplier sales order number and shipping method for purchase order processing with EDI 850

What's changing

With this release, Workday enables you to issue purchase orders with supplier sales order numbers if you have procedure information enabled when using EDI 850 to reduce work for bill-only and consignment orders. You can now also include the shipping method when issuing purchase orders with EDI 850 to ensure rush orders are processed correctly.

This increases support for issuing purchase orders with EDI 850 for bill-only, consignment, and rush orders while reducing user error from manual data entry and increasing visibility of key information in your purchase orders.

Additional considerations

- Workday enables adding a new EDI Code field that you can use to specify a shipping method on Maintain and View Shipping Information tasks.
- Workday also adds the new EDI Code field to the web services Get_Shipping_Methods and Put_Shipping_Methods.
- Workday now populates the EDI code in the header TD512 segment of your outbound EDI 850 integration XML files when the shipping method is defined with an EDI code.

What do i need to do?

- Opt-in to rush order EDI codes
- Set up the Supplier Sales Order Number field

What happens if I do nothing?

Nothing. If you need EDI codes for rush order or the Supplier Sales Order Number field, you will need to continue the current workaround to get information to the supplier.



Supplier sales order number and shipping method for purchase order processing with EDI 850 (cont..)

What's changing

With this release, Workday enables you to issue purchase orders with supplier sales order numbers if you have procedure information enabled when using EDI 850 to reduce work for bill-only and consignment orders. You can now also include the shipping method when issuing purchase orders with EDI 850 to ensure rush orders are processed correctly.

This increases support for issuing purchase orders with EDI 850 for bill-only, consignment, and rush orders while reducing user error from manual data entry and increasing visibility of key information in your purchase orders.

Additional considerations

- Workday enables adding a new EDI Code field that you can use to specify a shipping method on Maintain and View Shipping Information tasks.
- Workday also adds the new EDI Code field to the web services Get_Shipping_Methods and Put_Shipping_Methods.
- Workday now populates the EDI code in the header TD512 segment of your outbound EDI 850 integration XML files when the shipping method is defined with an EDI code.

What do i need to do?

- Opt-in to rush order EDI codes
- Set up the Supplier Sales Order Number field

What happens if I do nothing?

Nothing. If you need EDI codes for rush order or the Supplier Sales Order Number field, you will need to continue the current workaround to get information to the supplier.

Delivery date changes

As of August 07:

- Preview Date: 2024-08-17
- Production Date: 2024-09-21
- Service Update Date: 2024-08-17

Community link



Supplier sales order number and shipping method for purchase order processing with EDI 850 (cont..)

Additional considerations

- When you use EDI 850 to issue purchase orders to suppliers, you can use the new Supplier Sales Order Number field to include a supplier sales order number on your purchase orders. Workday adds the new Supplier Sales Order Number field under the Procedure Information tab for requisitions, purchase orders, and change orders.
- Workday also updates procurement web services by adding the new Supplier Sales Order Number field, so that you can view or edit the supplier sales order number:
- Workday updates the Configure Optional Fields task by adding Supplier Sales Order Number as a field that you can configure to display for users
- By default, Workday hides the Supplier Sales Order Number field.
- Workday now populates the supplier sales order number in the header REF^VN segment of your outbound EDI 850 integration XML files. The segment won't be generated if the supplier sales order number isn't populated on the purchase order.
- Workday also delivers new report fields (secured to the Public Reporting Items domain) that you can use in your custom reports: EDI Code, Supplies Sales Order Number.



Workday 2024 release 2 setup-based features

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Prior to 2024 release 2	Post 2024 release 2	Impact
N/A	N/A	Y/N: N/A
		Impact description: If you need EDI codes for rush order or the Supplier Sales Order Number field, you will need to continue the current workaround to get information to the supplier.

Effort	N/A	Defect link	N/A
		Community link	https://doc.workday.com/release- notes/en- us/smorder/7610427.html#Impact-tab
31	© 2024 Cognizant Private		Cognizant

Workday 2024 release 2 setup-based features

Before release

ipping Me	Shipping Methods 5 items 🗐 🗐 🐨 🖬								
Shipping Method	Name	Description	Shipping Instructions	Default	In Use				
۹	1Day Freight	Next-business-day delivery by 10:30 a.m. for most shipmemore	Individual pieces over 150 lbs. should be banded to the pallet with either memore	No	Yes				
Q,	APL	American President Lines - Ocean carrier	Shipping Label must be placed in the upper left corner of each cartons bmore	No	No				
Q	Ground Shipping	Third business day delivery by 4:30 p.m. to most areas	Packages must not be greater than 150 pounds. If heavier, use 1Day Freight.	No	Yes				
۹	Priority Overnight	Next-business-day delivery by 10:30 a.m. to most areas armore	Packages must not be greater than 150 pounds. If heavier, use 1Day Freight.	No	Yes				
Q,	Roadway Express	Roadway Express - trucking	All shipment must have a Bill of Lading 1. All bills of lading must contain thmore	No	No				

View Shipping Information task

After release

hipping Methods 5 litems XII 🛙							
Shipping Method	Name	Description	Shipping Instructions	Default	EDI Code	In Use	
Q	1Day Freight	Next-business-day delivery by 10:30 a.m. for most shipmemore	Individual pieces over 150 lbs. should be banded to the pallet with either memore	No		Yes	
Q	APL	American President Lines - Ocean carrier	Shipping Label must be placed in the upper left corner of each cartons bmore	No		No	
Q	Ground Shipping	Third business day delivery by 4:30 p.m. to most areas	Packages must not be greater than 150 pounds. If heavier, use 1Day Freight.	No		Yes	
Q,	Priority Overnight	Next-business-day delivery by 10:30 a.m. to most areas armore	Packages must not be greater than 150 pounds. If heavier, use 1Day Freight.	No		Yes	

View Shipping Information task





Thank you