

Workday to HRMS Crosswalk

OFM Transformation Strategy

- Fitting Workday FDM fields into the current HRMS fields is limited to length of each of the HRMS fields in the first column below.
- All HRMS fields must be populated in full length so zeroes are used as filler.

HRMS Field Name	Attribute	Workday FDM Field Names	Example
Business Area	CHAR(4)	Company (3)+0	1050
Functional Area	CHAR(16)	Company (3)+Program (5)+Cost Center (6)+00	4610462601164300
Cost Object	CHAR(12)	Company (3)+Appropriation (5)+0000	461017490000
Fund	CHAR(10)	Company (3)+Fund (4)+000	4610392000
Cost Center	CHAR(10)	Grant (9)+0	00001ABCD0
AFRS Project	CHAR(11)	Project (9)+00	EFGHIJKLM00
AFRS Allocation	CHAR(7)	Company (3)+Allocation Pool (4)	300ABCD

NOTE REGARDING THE G/L (GENERAL LEDGER) ACCOUNT, SUBOBJECT, AND SUB-SUBOBJECT IN HRMS:

- Sub Object + Sub Subobject are mapped to a Workday Spend Category (SC) and Ledger Account.
 - Example: AASW01 is mapped to Spend Category SC00001 and Ledger Account 50010.
 - Do not translate the AFRS GL Account since the Sub Object/Sub-Subobject translation will provide the Workday Ledger Account.

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Default Values

- HRMS requires all the accounting data elements to be populated, even if your agency does not use them all. Here is the structure to follow to populate each of the accounting data elements with default values.
- **For GAP 1 and GAP 101 only**, if you are not using any of the accounting data elements listed below, then continue to leave those fields all blank or all zeroes, otherwise use true values and default values to populate all the accounting data elements.

HRMS Field Names	Attribute	DEFAULT VALUES STRUCTURE
Functional Area	CHAR(16)	Company (3)+00000+000000+00
Cost Object	CHAR(12)	Company (3)+00000+0000
Fund	CHAR(10)	Company (3)+0000+000
Cost Center	CHAR(10)	Company (3)+DEFAULT
AFRS Project	CHAR(11)	Company (3)+0+DEFAULT
AFRS Allocation	CHAR(7)	Company (3)+0000

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Accounting Processing:

The accounting entries posted to Workday are a function of the type of payroll entry. These result in transactions (both debits and credits) to be sent to Workday and OST. Payroll accounting journals will be sent via the Gap 2/40 interfaces.

1. There are seven possible fields assigned to employee pay. Refer to page 1 of this handout. All of them will have to be present in every transaction sent to Workday. Some will rely on default values as set up in HRMS.
2. In addition to the values listed on Page 1, the Gap 2 interface will append each FDM value to include the 2-character alpha values that are present in Workday:
 - FD for Fund
 - CC for Cost Center
 - PG for Program
 - EA for Appropriation
 - GR for Grant
 - PJ for Project
 - AP for Allocation Pool
Health and Human Services agencies only, also includes the 4-digit agency appended, i.e. AP30005678 (DSHS, DCYF, HCA)
3. G/L account (which also includes the Subobject and Sub-Subobject) is tied directly to wage types and, therefore, is not assigned to a position (IT 1018) or person (IT 0027), or during time entry (CATS).