CU I&E Submission: Payfactors Integration [1]

Category

HR Management
Technology

Submitted By

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Project Team

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Project Description

CU Boulder Campus required a secure integration file that would capture active regular employee compensation data and job history, and an upload and transmission process from HCM to their Payfactors vendor. The transmission had to comply with the vendors organizational and data requirements. Payfactors is a compensation management system tool that assists in capturing and delivering employer validated compensation data to provide more accurate, reliable, diverse and dynamic data to determine the market price value of jobs based off the current industry and location.

The CU Boulder Campus was using an HCM system-built query to capture current demographic data by utilizing other customized demographic information that would capture employee information such as work history, job history, years of service, job titles, work experience, current job experience, pay information, performance ratings, etc., and then spent at least 32 hours per month manually formatting and manipulating the data into a comprehensive file to upload to the Payfactor's system.

Project Efficiency

The team was able to comply with the Payfactors organizational requirements by the team's creation of an automated, secure integration and transmission process that captured ALL employee data in a format that is readable and useable in the Payfactors system. This automation also delivers it on a pre-determined schedule that is sent daily with current data, and on an as needed basis. The current automated process now saves at least 32 hours per month at an annual savings of 384 hours in the time spent to properly format the data. Additional human costs would amount to an hourly rate of $55 per hour which multiplied by 384 is $21,120.

Project Inspiration

This automated integration can be used by other CU campuses if desired. Other campuses who choose to use Payfactors as their vendor, can capture diverse and dynamic compensation data to assist them in understanding competitive pay trends while adapting to today's changing talent environment. This will assist in guiding them in making more efficient and scalable pay and equity decisions for the future. Our integration can support their needs and offers an extra set of hands in an automated fashion.

What Makes You Happiest about this Project?

Happiest about this – All of the team was happy about the ability to deliver this new automated integration and the many human hours that were saved is synonymous. There were many hours of system testing and regression testing to accomplish this huge undertaking! Additionally, this integration bridged a gap between two customizations, that were previously completed i.e., Position Compensation and Employee Experience pages that pulls data into the integration further allowing for more comprehensive reporting.
Note: Payfactors was recently acquired by Payscale.

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