

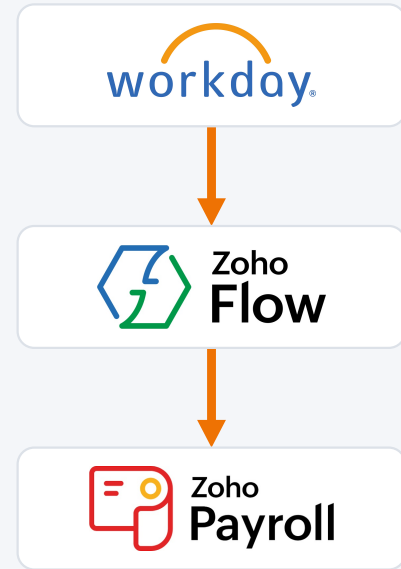
CASE STUDY

Zero Manual Payroll Entry for a Global Workday Consulting Firm

How Nexivo connected Workday and Zoho Payroll using Zoho Flow, turning two disconnected HR systems into one single-entry workflow.



EZE Cloud Consulting
Workday Advisory &
Consulting



One middleware. Two systems. Zero manual entry.

About the Client

EZE Cloud Consulting is a Singapore-headquartered Workday advisory and consulting firm with a strong footprint across Asia-Pacific and a growing global presence. The firm specializes exclusively in the Workday ecosystem, spanning HCM, Financial Management, Adaptive Planning, and Integrations, for organizations of all sizes, including several Fortune 500 companies.

Even a firm that implements HR systems for a living was running its own HR on two disconnected platforms. Every new hire, every salary revision, every resignation had to be entered once in Workday and again in Zoho People and Zoho Payroll.

Key Challenges

- 1 Onboarding:** had to be re-keyed in both systems, or the new hire simply wouldn't appear in payroll.
- 2 Department & designation changes:** had to be manually replicated across both platforms.
- 3 Profile updates:** address and bank details meant changing Workday, then separately updating Zoho People.
- 4 Salary revisions:** meant completing the full approval workflow in Workday, then starting it over in Zoho Payroll.
- 5 Employee exits:** required offboarding on two platforms to stop payroll correctly.
- 6 Payslip access:** meant a second portal login, even for employees who lived in Workday all day.
- 7 Earnings & deductions re-entry:** every component approved in Workday had to be manually recreated in Zoho Payroll before it would appear on payslips.
- 8 Split HRMS experience:** leave applications lived in Zoho People, other HR interactions in Workday, with no single self-service source of truth.
- 9 High risk of data drift:** with everything maintained manually across two systems, missed updates created silent inconsistencies with no automated check.

Let's Build Your Zoho Ecosystem

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ACTION

Our Solution

- Nexivo connected Workday and Zoho Payroll using Zoho Flow as the middleware, automating the entire employee lifecycle so Workday leads and Zoho Payroll follows automatically.
- **Onboarding & Profile Sync:** new hires and any profile change, including designation, department, bank details, and reporting line, push from Workday to Zoho Payroll in real time.
- **Salary Revision Sync:** when a revision clears approval in Workday, Zoho Payroll updates on its own, so finance approves once, not twice.
- **Payslip Delivery to Workday:** at the end of every pay cycle, generated payslips are pulled from Zoho Payroll and delivered directly into Workday.
- **Earnings, Deductions & Exit Sync:** pay-run components sync automatically, and one exit action in Workday closes the employee out of payroll too.
- The build handles what usually breaks these integrations: a chained sequence for batch payslip processing, a pacing mechanism so high-volume pay runs don't get throttled, and a dedicated path for re-sending historical payslips on request.

RESULT

Results Achieved

- What used to be two systems requiring constant reconciliation now behaves like one.
- HR and finance have real-time insight into payroll synchronization, payslip delivery status, and error patterns.
- Accuracy no longer rides on someone remembering to update the second system.

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1 Entry

HR manages onboarding once, not twice, across two systems.

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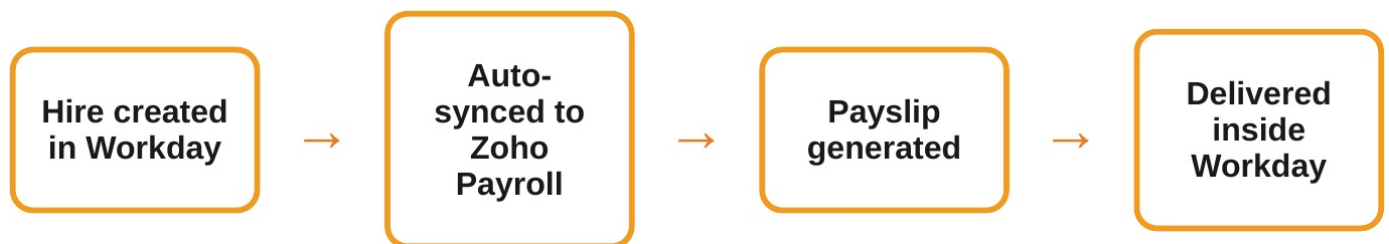
1 Approval

Finance approves salary revisions once, not in duplicate.

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0 Portals

Employees access payslips inside Workday, no second login.



How it flows: one direction in, one direction out.

“Running HR and payroll on two systems that don't talk to each other carries the same silent risk, whether you've measured the hours lost to it yet, or not.”

NEXIVO AT A GLANCE

Nexivo is a Zoho-only company and an award-winning Zoho Partner, helping businesses simplify and automate critical business functions since becoming a Zoho Partner in 2019. Our people-centric approach starts with understanding how your business works, the challenges you face, and what you want to achieve. We then recommend and implement the right Zoho solutions, tailored to your processes, to solve real business challenges and create lasting value. With hands-on Zoho expertise and dedicated support, we work alongside our customers from problem identification to implementation and beyond. We Make Zoho Work for You.