



HR-XML 3.0 Certification: Staffing Case Study

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- About Randstad
- Project Overview
- Implementation Details
- 3.0 Certification process
- Questions

About Randstad

- 2nd largest professional employment services organization in the world
- Over \$24B in revenue and 28,000 employees
- Over 600 branches in US
- 5 distinctive service lines
 - Staffing
 - In-house Services
 - Professionals
 - Search and Placement
 - HR Solutions

About Randstad

- Founding member of the HR-XML SIDES group
- Active participants and contributors to the HR-XML 3.0 Recruiting and SIDES workgroups
- 1st company to be certified as compliant with HR-XML 3.0 standards
- HR-XML release regarding the certification can be found at:
 - http://www.hr-xml.org/hrcertify/news/PR-Cert_Randstad_10-8.pdf

Project Overview – Old Process

- Randstad
 - Agents create/update staffing assignments in the Front Office system
 - A batch process extracts the staffing assignment data from the database according to a set schedule
 - Staffing assignment data transferred via FTP
- Third Party Vendor
 - Process & Upload the data into time clocks
 - Talent can clock in and clock out against the staffing assignment

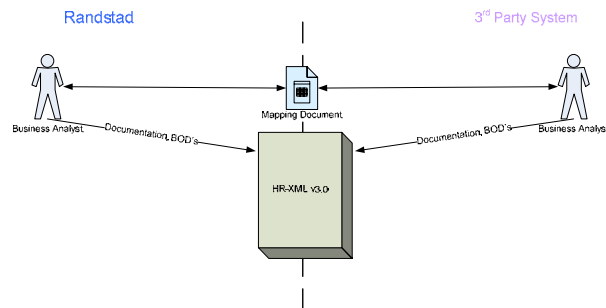
Project Overview – Redesigned process

- Randstad
 - Agents create/update staffing assignments in the Front Office System
 - Publish the staffing assignments to the 3rd party system in real time using web services
- Third Party Vendor
 - Process and upload the staffing assignments into time clocks
 - Talent clock in and clock out
- Benefits
 - Eliminate batch processing
 - Accuracy of the staffing assignment data in the time clocks
 - Increased productivity and efficiency

Implementation Details - Key Roles

- Business Analyst
 - Subject matter expert
 - Good understanding of the systems
 - Familiarity with XML and basic knowledge of XSD
- Developer/Architect
 - Good understanding of XML, XSD and WSDL
 - Familiarity with development tools
 - Implementation and support of product

Implementation details



- To create a mapping document a business analyst:
 - refers to the BOD's
 - documentation
 - examples in HR-XML repository

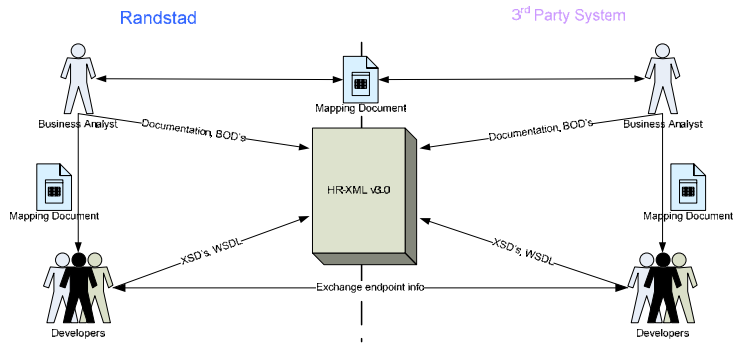
Sample Mapping Document

Microsoft Excel - PRISMAssignmentToStaffingAssignment_Mapping.xls

Prism - Randstad			HR-XML Staffing Assignment				3rd Party				
FIELD	Data Type	Comments	Parent Element Structure	Element	Data Type	Required?	Description	Field Name	Position	Type	Length
Site ID	String		StaffingAssignment/CustomerRef/req/Requirement	LocationCode	String	Y					
SSN	String		StaffingAssignment/Resource/Person	PersonId	String	Y	This field have only the last four digits of SSN				
EmpNo	String		StaffingAssignment/Resource/Person	PersonID	String	Y					
First Name	String		StaffingAssignment/Resource/Person/firstName	FormattedName	String	Y	Eg for formatted name "Smith, John" where Smith is the lastname and John is the first name.				
Last Name	String		StaffingAssignment/Resource/Person/lastName	FormattedName	String	Y					
Location/Dept Number	String		StaffingAssignment/CustomerRef/req/Requirement	DepartmentCode	String	Y					
Bill Rate	String		StaffingAssignment/Rate/Rate	RateTypeCode	String	Y	Value will be "bill"				
Pay Rate	String		StaffingAssignment/Rate/Rate	RateTypeCode	String	N	Value will be "pay"				
Assignment ID	String		StaffingAssignment/Assignment	DocumentID	String	Y					
Start Date	String		StaffingAssignment/Assignment/Availability	StartDate	String	Y	format yyyy-mm-dd				
End Date	String		StaffingAssignment/Assignment/Availability	EndDate	String	N	format yyyy-mm-dd				
Reason	String		StaffingAssignment/Assignment/Availability	AssignmentEndReasonCode	String	N					

9 December 3, 2009 HR-XML 3.0 Certification: Staffing Case Study randstad

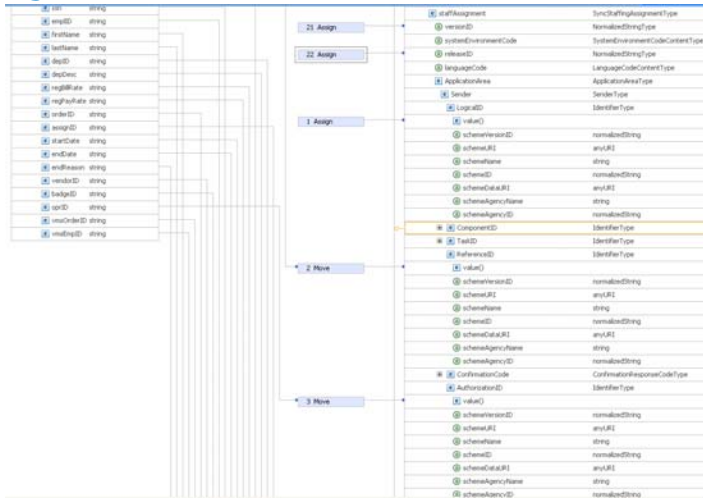
Snapshot of Work In Progress



•Developers

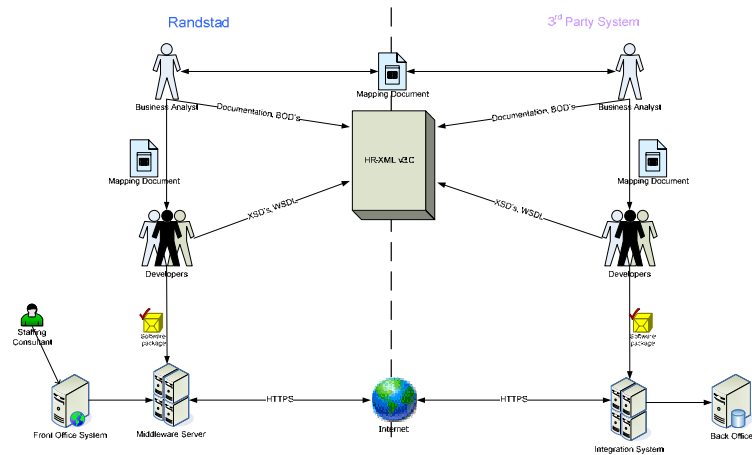
- refer the HR-XML v3.0 repository for the XSD's and WSDL's
- transform the mapping document to software

Mapping tool



- Mapping tool – Robust & faster development time

Complete Architecture



3.0 Certification Process

- Requires XML instances – min. of 5 sample XML's are required
- Validate the XML instance using Test Bed tool at <http://testbed.hr-xml.org/>
- Begin the certification process at http://www.hrcertify.org/subchannels/certify_01.php
- Work with HR-XML certification coordinators to get certified

Issues and Lessons learned

- xsi:type vs xsd:substitutionGroups
- xsi:type

```
</_9:Sender>  
</_9:CreationDateTime xsi:type="_1:TimeType">2009-08-19T10:43:55</_9:CreationDateTime>  
</_9:ApplicationArea>
```

- xsd:substitutionGroups

```
</_9:Sender>  
</_9:CreationDateTime>2009-09-23T09:12:37</_9:CreationDateTime>  
</_9:ApplicationArea>
```

- xsi:type can't be processed by all trading partners and not a standard of hr-xml
- UserArea is the last resort

```
- <p:UserArea>  
  <p:AdditionalData type="badgeID" />  
</p:UserArea>
```

Benefits of HR-XML 3.0

- Extensive documentation on BOD's with examples
- Significant time savings for Business analysts
- WSDL Definitions
 - Reduced development time
 - Reduced communication between developers
- Standalone XSD's enables easy porting into the tool
- Minimal need for User Area – Majority of the fields addressed in the BOD's.

Questions ?

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