



# HR DATA INTEGRATION

Exploring best practices and innovations for seamless HR data integration success



## The importance of data integration

Data is vital for business operations, with many organizations stating that data-driven decisions have a significant positive impact on their business goals. But when data is disconnected and stored in multiple places, it's hard to realize its full value.

That's why data integration — the transfer of information between systems — is essential for operational efficiency and compliance. It can help increase productivity while also reducing risk and administrative burden.



**50%**  
time savings

IT teams can experience time savings of 50% when integrating workforce management systems.<sup>1</sup>



## Why data integration matters in HR

A solid integration strategy can ensure HR has all the right data, in all the right places — accurately, securely and within compliance standards.

### HR data integration can offer:



**Comprehensive workforce insight.** Accurate connections between HR, payroll, benefits and financial data help organizations reduce manual errors.



"The benefit of API Central [compared to other tools] is that you get a lot more information out that you can use for reporting ... It also improved our data quality by almost 100%."<sup>2</sup>

— VP of digital technology, agriculture technology



**Reduced administrative work.** Integration can save HR teams up to 2.5 hours for each employee on- or offboarded.<sup>1</sup>



"With API Central, you've got time savings both from HR and an IT perspective. You've got standardization of reporting, you've got speed of reporting, and a reduction of errors."<sup>2</sup>

— CIO, healthcare



**Adaptability.** Businesses can improve organizational flexibility and responsiveness to change, crucial in today's dynamic market.

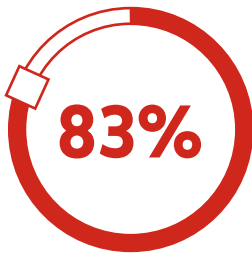


"As we deactivate and modify employees in the HR system, it keeps every other system up to date since it's our single source of truth on employee activity."<sup>2</sup>

— VP of digital technology, agriculture technology

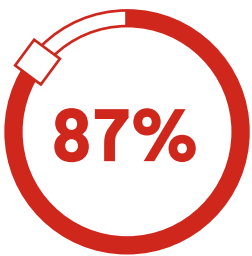
## Evolving expectations for HR leaders

The duties of today's HR teams reach far beyond hiring new talent and managing benefits — they're also tasked with meeting more strategic business goals.



of HR leaders<sup>3</sup> are now tasked with:

- Driving business outcomes.
- Managing organizational change.
- Enhancing the employee experience.



of HR leaders believe that shifting business needs require continuous HR transformation.<sup>4</sup>

## HR technology stack challenges



**Midsize organizations** maintain between 3-15 HR solutions.<sup>5</sup>



**Large enterprises** manage as many as 55 HR solutions.<sup>5</sup>



**The impact:** Data integrity issues can lead to costly discrepancies.



## The strategic imperative

When selecting new HR solutions, HR and IT leaders often prioritize **timely data exchange** and **security and compliance**.

## Common use cases for HR data integration



**Scheduled transactions**, such as payroll deductions to insurance carriers, can reduce delays in payroll processing.



**Event-driven data exchange**, such as automating onboarding processes for new hires, can help eliminate onboarding errors.



## HR data integration options at ADP

ADP offers many ways for clients to manage connectivity across their HR systems. From plug-and-play solutions to API integration, we provide the flexibility to choose what works best for your company.



### Pre-built API integrations

Applications and data connectors available on ADP Marketplace that integrate with ADP



### Automated file exchange

Report and file-based exchange via SFTP (secure file transfer protocol)



### Custom API integrations

Instant access to APIs, tools and services



### Manual import and export

File-based import and export utility tool

## LEARN MORE

Download our integration whitepaper at

[adp.com/connected](https://adp.com/connected)



1. The Total Economic Impact™ of ADP® API Central, Forrester Consulting, January 2025. A study commissioned by ADP and conducted by Forrester Consulting examines the potential return on investment (ROI) that ADP clients can achieve by adopting ADP API Central using a composite organization: 1,500 employees; \$400M revenue.
2. To better understand the benefits, costs, and risks associated with this investment, Forrester used five customer interviews to create a composite organization.
3. 2023 Gartner ReimagineHR Conference Keynote.
4. Gartner, Playbook for Upgrading HR Operational Efficiency, 2025.
5. 27th Annual HR Systems Survey White Paper Report, Sapient Insights Group, 2024.



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