Architects of change through seamless integration with partners on ADP® Marketplace

Craig Perry
Senior Director of Talent Acquisition & Human Resources Information Systems (HRIS)

Quick facts

Company: Logicalis

Headquarters: Troy, MI

Industry: Technical Services

Employees: 675

ADP products:
ADP Marketplace,
ADP Workforce Now®

ADP Marketplace Partner:
Flexspring

As a global technology service provider, Logicalis delivers next-generation digital management services to their clients, providing them with real-time visibility and actionable insights across the performance of their digital ecosystem including; availability, user experience, security, economic performance and sustainability.

Business challenges

- Multi-system use made it difficult to pull new employee data into payroll without manual double-entry

- Incompatibility of external platforms created roadblocks for integration and file uploading, forcing updates to continue manually

Logicalis' partnership with ADP and Flexspring through the ADP Marketplace provides an integrated data transfer solution that meets their needs. With seamless and automatic data transfer, employee information instantly flows from their applicant tracking system (ATS) into payroll, making payroll smoother and reducing time spent on the onboarding process.

Double data entry equaled double the time consumption

Craig Perry, senior director of talent acquisition and HRIS at Logicalis, has been with the company for 13 years, and Logicalis has been an ADP payroll and benefits client for nearly 25 years. Since they use an external platform as their ATS and for organizational employee management, Perry knows just how much extra work it used to be to reconcile data from two different platforms without integration.

"Without the integration, it means double data entry for us every time we hire someone. Once in our ATS, and then again into ADP for payroll," says Perry.

Automatic syncs make information transfer effortless

Perry and the HR and payroll teams at Logicalis now rely on a data connector from Flexspring, an ADP Marketplace partner, to save them time and eliminate double data entry as well as any manual imports. This point-to-point integration technology allows data to automatically flow seamlessly from the third-party ATS into the payroll system. "The syncs run independently at 7:00 a.m., 12:00 p.m., and 4:00 p.m.," says Perry. "Within 45 seconds of the sync, my team and I get an email showing if there were any data mismatches during the import to ADP."

Complete data import or no data import at all

One thing Perry and his team love about the ADP and Flexspring integration is that if the data flowing over from their third-party system into ADP is incomplete, it doesn't import. Instead, it flags the missing data in the sync reports. "Even something as small as a new hire's job title being mismatched from our ATS to ADP will be flagged in the sync report," says Perry. "Then, I just contact our payroll team and ask them to add the job title. With the mismatch corrected, the data imports during the next sync. It's so easy."

The ROI of automatic new hire imports

Perry says the elimination of double data entry alone makes the integration worth every penny. "It could take up to 15 minutes to add new hires into the system," says Perry. "And when we were doing dual entry, that time was doubled. Eliminating that, via the integration with ADP and Flexspring, cuts the process in half for us."

Looking to the future with upgraded imports

The ADP and Flexspring integration has just released a new user-friendly data connector, and when Perry met with his leadership to discuss, they decided they wanted to bring more information to ADP with the import using the new connector. "We've identified 20 or so additional fields that we want to match up so they automatically flow over into ADP with every sync."

When Perry looks to the future, he sees a partnership that only continues to grow, with the data from their ATS flowing seamlessly over to ADP via Flexspring's data connector for payroll and benefits. "It's hard to beat ADP when it comes to payroll," says Perry. "They're the gold standard."

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