

Hit the Easy Button on Integrations: Everything You Wanted To Know But Were Afraid to Ask

What is an integration?

Integrations facilitate the flow of data between applications that otherwise wouldn't be connected. They enable companies to choose the applications that best fit their needs.

When would I consider getting an integration?

If your company has grown to the point that you're spending too much time/money on data entry and want to mitigate the risks related to a manual data entry error with a more automated process.

Why would I want to spend money on an integration?

- Save valuable time: reduce manual entry of data, errors and error resolution
- Focus on high-value tasks and planning (i.e., reducing cost per hire; increasing employee engagement)
- Improve the candidate experience leading to quicker process completion and lower applicant drop-off
- Automate cross-application processes and data flow for data consistency and ensure compliance
- Get more value out of your investment in separate, best-of-fit HR applications

How do I get an integration?

Sometimes your technology vendors will have an integration built with each other already. Extremely large companies with in-house expertise could opt to build the integration themselves. When neither of those are an option, many choose an integration partner that is dedicated to this type of work and can do it faster and more affordably.

Who are integration partners?

Several companies offer integrations for HR technology; Joynd stands out by being 100% dedicated to HR integrations and by providing fully-managed integrations for the lifetime of your contract.

What type of integrations does Joynd do?

Joynd's proprietary middleware platform facilitates integrations between any HR technology vendors that have the ability to import or export data regardless of the technical method.

We have experience working through a vast range of HR processes, with the domain expertise to navigate any integration.

If I'm doing an integration with Joynd, who needs to be involved?

From your company, we would need someone with the vision for process efficiency (who will tell you what they want it to look like when it's done), and the practitioner who experiences the most pain every day (who will give you the specifics of what needs to change) – sometimes this is the same person. We often don't have anyone from your IT department involved, but you would have a project manager.

From the technology vendor side, having a representative from each company depends upon the type of integration (for example, most background screening integrations require the vendor's involvement, but some onboarding integrations do not).

Joynd will provide an Integration Manager who will work directly with you and your vendors for the entire project.

What is the first step in an integration process?

You and your team would need to identify your requirements – what type of integration you need, what data fields would need to be mapped, what processes would be triggered when, what business roles would need to be considered, etc. At Joynd we are experts in HR-specific integrations so we are very familiar with tools and best practices for your systems.

What are the ingredients for a successful integration?

1. All required resources are ready to start the project at the same time.
2. The customer knows what they are looking for at a detailed level.
3. The requirements do not change during the development process (try to anticipate all the exceptions to the rules in advance, and ensure all stakeholders are in agreement).

How long does an integration take?

We usually say between 4-12 weeks, with the time span being greatly affected by the type of integration being done and the availability of each party to gather requirements and coordinate schedules. Longer timelines tend to involve:

- Multiple systems/integrations
- Multiple exceptions
- New technical specs

What does the overall implementation process look like?

1. Review and confirmation of requirements with your team.
2. Configuration and setup - possibly with assistance from your system vendors, depending on the systems being integrated.
3. A demonstration of the integration working in a test environment and an opportunity for the team to go through a UAT process to validate the integration.
4. A move of the integration to production when you are ready.
5. Support - we also take care of any ongoing maintenance requirements related to your integration to make things easier on your team.

How much does a Joynd integration cost?

The cost for your integration will largely depend upon the size of your company and the complexity of the integration itself. Joynd uses standard components to keep the cost down and to provide you with an integration that is less expensive to support and maintain over time. Many companies big and small have trusted Joynd to deliver a cost-effective integration with compelling ROI. The best part about a Joynd integration is that the benefits are felt as soon as the integration has been deployed.

Whatever works for your business, we work to connect it.

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