Payroll Integration with HRIS and ERP Systems Training Course

11 – 15 April 2027
Geneva

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Overview

Payroll Integration with HRIS and ERP Systems Training Course is a one-week professional course for payroll managers, HRIS analysts, ERP consultants, HR operations teams, finance systems specialists, and control functions, who leave with a Payroll Integration Control Pack. The course connects master data, interfaces, field mapping, pay elements, time, benefits, finance postings, reconciliation, security, testing, cutover, exceptions, and monitoring in one controlled workflow. Agile Leaders Training Center presents the course on payroll systems integration.

Who Should Attend

- Teams responsible for payroll processing and system interfaces
- Functions responsible for HRIS master data and employee lifecycle records
- Specialists responsible for ERP payroll postings and cost allocation
- Teams responsible for integration design, testing, and support
- Control functions responsible for reconciliation and access evidence

The course assumes participants work with payroll, HR operations, enterprise applications, finance systems, or internal controls and leaves out basic payroll calculation, software coding, and vendor certification preparation.

Departments and Industries

The course supports payroll integration decisions across service, industrial, and public-facing organizations.

- Payroll and HR operations departments
- HRIS and enterprise application teams
- Finance systems and controllership functions
- Shared service centers
- Manufacturing and energy employers
- Healthcare and logistics organizations

Learning Objectives

By the end of this course, participants will be able to:

- Analyze payroll integration architecture and ownership
- Build source-to-target data mapping controls
- Apply interface security and change tracking
- Evaluate payroll-to-finance posting evidence
- Diagnose reconciliation and exception failures
- Prioritize testing, cutover, and monitoring actions

Course Agenda

Day 1: Integration Architecture and Data Ownership

- Payroll, HRIS, and ERP System Context Map
- Employee and Pay Data Ownership Matrix
- Source-to-Target Integration Architecture
- Payroll Interface Responsibility Model
- Integration Scope and Dependency Register

Day 2: Master Data and Interface Design

- Worker and Employment Entity Map
- Pay Element and Deduction Mapping Table
- Time, Benefits, and Bank Data Interface
- API, File, and Batch Pattern Decision Matrix
- Change Tracking and Data Lineage Record

Day 3: Finance Posting, Controls, and Reconciliation

- Payroll-to-Ledger Posting Flow
- Cost Center and Accounting Dimension Map
- Control Total and Balance Reconciliation
- Role-Based Access and Interface Security Matrix
- Audit Evidence and Exception Register

Day 4: Testing, Cutover, and Operations

- Integration Test Scenario Catalogue
- Parallel Payroll Reconciliation Method
- Data Conversion and Cutover Checklist
- Interface Monitoring and Alert Dashboard
- Incident Triage and Root Cause Workflow

Day 5: Payroll Integration Practice

- Architecture and Ownership Exercise
- Field Mapping and Interface Exercise
- Finance Posting and Reconciliation Exercise
- Testing and Exception Diagnosis Exercise
- Payroll Integration Control Pack Capstone Exercise

Practical Exercises

The course uses suggested activities to practice payroll systems integration decisions.

- Suggested activity: map employee, position, compensation, deduction, time, benefit, and banking data ownership.
- Suggested activity: design source-to-target mappings, interface patterns, security roles, and change tracking.
- Suggested activity: reconcile payroll results, finance postings, cost centers, control totals, and exceptions.
- Suggested activity: assemble testing, cutover, monitoring, and incident records into a Payroll Integration Control Pack.

FAQs

Who suits payroll integration with HRIS and ERP training and what does it assume?

Payroll integration with HRIS and ERP training suits payroll, HRIS, enterprise application, finance systems, and control professionals. It assumes operational system experience and does not teach basic payroll calculations, software programming, or vendor exam preparation.

How does payroll systems integration training differ from general payroll operations training?

Payroll systems integration training focuses on data ownership, interfaces, mappings, APIs, finance postings, reconciliation, testing, cutover, and monitoring. General payroll operations training focuses on calculation cycles, deductions, payments, statutory processing, and employee service.

What payroll data typically moves from an HRIS to a payroll system?

Payroll integrations commonly move worker identity, employment, position, compensation, deduction, contribution, bank, time, and benefit data. The exact scope depends on system ownership, payroll design, local requirements, and the approved integration contract.

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How are payroll results integrated with an ERP finance system?

Payroll results are summarized and transformed into posting documents with accounts, cost centers, dimensions, control totals, and references. Reconciliation confirms that payroll liabilities, expenses, payments, and ledger entries remain complete and traceable.

What controls reduce payroll integration failures?

Payroll integration controls include ownership rules, field validation, access restrictions, change tracking, control totals, duplicate checks, exception queues, reconciliations, monitored schedules, retry rules, and evidence retention.

Conclusion

Participants take a Payroll Integration Control Pack back to work. It connects architecture, data ownership, mappings, interfaces, finance postings, security, reconciliation, testing, cutover, exceptions, and monitoring. It changes disconnected system handoffs into traceable data flows, controlled processing, diagnosed failures, and documented operational decisions.