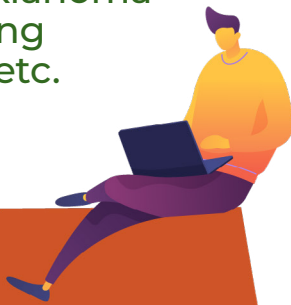# OKLAHOMA

Top Change Impacts
to HR Professionals

What are change impacts?

The results of adopting Workday for State of Oklahoma agencies' existing processes, roles, etc.

HR employees will receive training on how to leverage Workday to manage these changes and others in spring 2022!

Workday Employee Self-service

State of Oklahoma employees have Employee Self-service capabilities in Workday instead of relying on HR to perform many critical functions on employees' behalf (e.g., update payment elections/state and federal withholdings).

Top HR change impacts include:

Job transfers

Transferring an employee from one agency to another is a Workday function, eliminating the need to terminate and rehire employees.

Employee termination

There is no longer a need for manual processes or to submit an offboarding ticket.

Onboarding

New employees can acccess onboarding materials, communications, resources and training via Workday, eliminating the manual processes for onboarding.

Position creation, revision and approval

Roles other than central HR are also able to create, revise or approve positions.

BrightPath

Visit **brightpath.ok.gov** to learn more about the changes resulting from the Workday implementation.