



Guide

Work Assignment Modify API Guide for ADP Lyric

Published on
Aug 11, 2025, 03:19 PM

Last modified
Dec 10, 2025, 03:13 PM





ADP Copyright Information

ADP, the ADP logo, and Always Designing for People are trademarks of ADP, Inc.

Windows is a registered trademark of the Microsoft Corporation.

All other trademarks are the property of their respective owners.

Copyright © 2025 ADP, Inc. ADP Proprietary and Confidential - All Rights Reserved. These materials may not be reproduced in any format without the express written permission of ADP, Inc.

These materials may not be reproduced in any format without the express written permission of ADP, Inc. ADP provides this publication "as is" without warranty of any kind, either expressed or implied, including, but not limited to, the implied warranties of merchantability or fitness for a particular purpose. ADP is not responsible for any technical inaccuracies or typographical errors which may be contained in this publication. Changes are periodically made to the information herein, and such changes will be incorporated in new editions of this publication. ADP may make improvements and/or changes in the product and/or the programmes described in this publication.

Published on
Aug 11, 2025, 03:19 PM

Published on
Dec 10, 2025, 03:13 PM

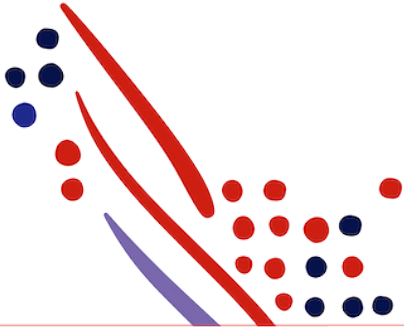


Table of Contents

Chapter 1

Chapter 1: About this API

Use Case Description

API Usage

Chapter 2

Use Case 1: Promotion

Description

Data Dictionary

Chapter 3

Use Case 2: Job Transfer

Description

Data Dictionary

Chapter 4

Use Case 3: Data Change

Description

Data Dictionary

Chapter 5

Chapter 5: Responses

Job Processing Response

Chapter 6

Chapter 6: Event Notifications

Chapter 1

Chapter 1: About this API

Use Case Description

The Work Assignment Modify API (Application Programming Interface) allows updates to an associate's position and compensation details. These changes support:

- Promotions
- Job Transfers
- Data Changes

Users can change the reporting manager, base remuneration, job title, and more as part of the above processes.

API Usage

Method	Uniform Resource Identifier (URI)	Description	Sample Payload	Canonical URI
POST	/events/hr/v1/worker.work-assignment.modify	Updates a worker's position and job details to support promotion, job transfers, and data changes.	https://developers.adp.com/apis/api-explorer/hcm-offrg-lifion/hcm-offrg-lifion-hr-workers-work-assignment-management-v2-workers-work-assignment-management	/hr/workerInformationManagement/workerManagement/workAssignmentManagement/worker.workAssignment.modify

Chapter 2

Use Case 1: Promotion

Description

This use case will process a promotion for an existing associate in the system. Promotions can occur when there are changes in position level or compensation for the associate.

Info

When you are processing a promotion through the work-assignment.modify API, make sure to pass a movement reason code that is tied to the type "Promote."

To get a list of all reason codes associated to promotion in the system use the following URI: [codelists/hr/v3/worker-management/reason-code-values?action=Promote](https://developers.adp.com/apis/api-explorer/hcm-offrg-lifion/hcm-offrg-lifion-hr-codelists/hr/v3/worker-management/reason-code-values?action=Promote)

Data Dictionary

Schema Location	Parameter Type	Description	Is Required?
-----------------	----------------	-------------	--------------

events/data/eventContext/associateOID	String	The associateOID of the associate whose information is being updated.	Y
events/data/eventContext/workAssignmentID	String	The work assignment ID of the associate whose information is being updated. *Note: This may be left as an empty string	N
events/data/transform/effectiveDateTime	String	The date and time that the changes should be effective on the associate's profile.	Y
events/data/transform/workAssignment/hireDate	String	The date that the associate was hired.	N
events/data/transform/workAssignment/assignmentStatus/reasonCode/codeValue	String	The type of change that is being made. For example, 'Promotion', 'Lateral Transfer', or 'Data Change'. *Note: For promotion, transfer, and data change, a movement reason needs to be passed through the reason code.	Y
events/data/transform/workAssignment/assignmentCostCenters/costCenterID	String	The cost center ID of the cost center being updated or added to the associate's work assignment.	Y
events/data/transform/workAssignment/assignmentCostCenters/costCenterPercentage	String	The cost center allocation percentage of the cost center being updated or added to the associate's work assignment.	Y
events/data/transform/workAssignment/assignmentCostCenters/primaryIndicator	Boolean	Indicates whether the cost center being updated or added is the associate's primary cost center or not.	Y
events/data/transform/workAssignment/workerTypeCode/codeValue	String	Describes the type of worker in a given work assignment, e.g. permanent employee, fixed-term employee, etc.	Y
events/data/transform/workAssignment/assignmentTermCode/codeValue	String	Describes whether a work assignment has a known end date. If an assignment has a fixed or known end date, it is considered a temporary assignment.	Y
events/data/transform/workAssignment/workLevelCode/codeValue	String	The work level code, e.g. Full-time, Part-time.	Y
events/data/transform/workAssignment/legalEntityCode/codeValue	String	The code of the legal entity.	Y
events/data/transform/workAssignment/jobCode	String	The job code.	Y
events/data/transform/workAssignment/jobTitle	String	The job title.	Y

events/data/transform/workAssignment/occupationalClassifications/nameCode/codeValue	String	A reference to a system used to classify workers into occupational categories for the purpose of collecting, calculating, or disseminating data. In the US, an example of this is the EEOC system. The name code is the code for the associated entity.	Y
events/data/transform/occupationalClassifications/classificationCode/codeValue	String	The classification code of the associated entity.	Y
events/data/transform/wageLawCoverage/wageLawNameCode/codeValue	String	A coded name or descriptive label of the associated wage law entity.	Y
events/data/transform/wageLawCoverage/coverageCode/codeValue	String	The wage hour coverage code, e.g. exempt, non-exempt.	Y
events/data/transform/positionID	String	The position ID that is being updated or changed.	Y
events/data/transform/positionTitle	String	The position title that is being updated or changed.	Y
events/data/transform/workArrangementCode/codeValue	String	A work arrangement describes the time and place that work gets done on a regular basis. For example, a work assignment can be fully office based, fully home based, or some combination thereof.	Y
events/data/transform/standardHours/hoursQuantity	Integer	The standard number of hours of work associated to a position, typically used to drive the definition of a full time assignment, e.g. 40 in the US.	Y
events/data/transform/homeOrganizationalUnits	Array	A list of the various types of home organizational units.	Y
events/data/transform/assignedOrganizationalUnits	Array	A list of organizational units assigned to the associate.	Y
events/data/transform/homeWorkLocation/nameCode/codeValue	String	The home work location is the location out of which the work assignment is based. This does necessarily not mean that the worker is physically located at this location.	Y
events/data/transform/homeWorkLocation/typeCode	String	The location type code and description, e.g. home shore, office, etc.	Y
events/data/transform/assignedWorkLocations/nameCode	String	The name code of the assigned work location.	Y
events/data/transform/assignedWorkLocations/typeCode	String	The location type code and description, e.g. home shore, office, etc.	Y


events/data/transform/assignedWorkLocations/locationPercentage	Integer	The percentage of time that the worker is expected to work from the given assigned work location.	Y
events/data/transform/fullTimeEquivalenceRatio	Decimal	Full-time equivalent (FTE) is a unit that indicates the workload of an employed person (or student) in a way that makes workloads comparable across various contexts. FTE is often used to measure the involvement of a worker in a project, or to track cost reductions in an organization. An FTE of 1.0 means that the person is equivalent to a full-time worker, while an FTE of 0.5 signals that the worker is only half-time.	Y
events/data/transform/remunerationBasisCode/codeValue	String	The base or primary pay (i.e. salary, wage) associated to a work assignment. The structure allows for the explicit communication of pre-defined equivalents for the base remuneration	Y
events/data/transform/reportsTo/positionID	String	The position ID of the worker to whom the worker reports.	Y

Chapter 3

Use Case 2: Job Transfer

Description

A job transfer is the movement of an associate to a different position within the organization that is not necessarily tied to a promotion or demotion. Job transfers can often occur when an associate has moved laterally to another position or organizational unit. From an API request payload perspective, job transfers do not typically require any additional fields beyond those used for promotions, as many of the same requirements and data elements apply.

 **Info**

When you are processing a job transfer through the work-assignment.modify API, make sure to pass a movement reason code that is tied to the type "Transfer."

To get a list of all reason codes associated to job transfer in the system use the following URI: [codelists/hr/v3/worker-management/reason-code-values?action=Transfer](https://api.ats.com/codelists/hr/v3/worker-management/reason-code-values?action=Transfer)

Data Dictionary

Schema Location	Parameter Type	Description	Is Required?
events/data/eventContext/associateOID	String	The associateOID of the associate whose information is being updated.	Y
events/data/eventContext/workAssignmentID	String	The work assignment ID of the associate whose information is being updated. *Note: This may be left as an empty string	N
events/data/transform/effectiveDateTime	String	The date, and time that the changes should be effective on the associate's profile.	Y

events/data/transform/workAssignment/hireDate	String	The date that the associate was hired.	N
events/data/transform/workAssignment/assignmentStatus/reasonCode/codeValue	String	The type of change that is being made. For example, 'Promotion', 'Lateral Transfer', or 'Data Change'. *Note: For promotion, transfer, and data change, a movement reason needs to be passed through the reason code.	Y
events/data/transform/workAssignment/assignmentCostCenters/costCenterID	String	The cost center ID of the cost center being updated or added to the associate's work assignment.	Y
events/data/transform/workAssignment/assignmentCostCenters/costCenterPercentage	String	The cost center allocation percentage of the cost center being updated or added to the associate's work assignment.	Y
events/data/transform/workAssignment/assignmentCostCenters/primaryIndicator	Boolean	Indicates whether the cost center being updated or added is the associate's primary cost center or not.	Y
events/data/transform/workAssignment/workerTypeCode/codeValue	String	Describes the type of worker in a given work assignment, e.g. permanent employee, fixed-term employee, etc.	Y
events/data/transform/workAssignment/assignmentTermCode/codeValue	String	Describes whether a work assignment has a known end date. If an assignment has a fixed or known end date, it is considered a temporary assignment.	Y
events/data/transform/workAssignment/workLevelCode/codeValue	String	The work level code, e.g. Full-time, Part-time.	Y
events/data/transform/workAssignment/legalEntityCode/codeValue	String	The code of the legal entity.	Y
events/data/transform/workAssignment/jobCode	String	The job code.	Y
events/data/transform/workAssignment/jobTitle	String	The job title.	Y
events/data/transform/workAssignment/occupationalClassifications/nameCode/codeValue	String	A reference to a system used to classify workers into occupational categories for the purpose of collecting, calculating, or disseminating data. In the US, an example of this is the EEOC system. The name code is the code for the associated entity.	Y
events/data/transform/workAssignment/occupationalClassifications/classificationCode/codeValue	String	The classification code of the associated entity.	Y

events/data/transform/wageLawCoverage/wageLawNameCode/codeValue	String	A coded name or descriptive label of the associated wage law entity.	Y
events/data/transform/wageLawCoverage/coverageCode/codeValue	String	The wage hour coverage code, e.g. exempt, non-exempt.	Y
events/data/transform/positionID	String	The position ID that is being updated or changed.	Y
events/data/transform/positionTitle	String	The position title that is being updated or changed.	Y
events/data/transform/workArrangementCode/codeValue	String	A work arrangement describes the time and place that work gets done on a regular basis. For example, a work assignment can be fully office based, fully home based, or some combination thereof.	Y
events/data/transform/standardHours/hoursQuantity	Integer	The standard number of hours of work associated to a position, typically used to drive the definition of a full time assignment, e.g. 40 in the US.	Y
events/data/transform/homeOrganizationalUnits	Array	A list of the various types of home organizational units.	Y
events/data/transform/assignedOrganizationalUnits	Array	A list of organizational units assigned to the associate.	Y
events/data/transform/homeWorkLocation/nameCode/codeValue	String	The home work location is the location out of which the work assignment is based. This does necessarily not mean that the worker is physically located at this location.	Y
events/data/transform/homeWorkLocation/typeCode	String	The location type code and description, e.g. home shore, office, etc.	Y
events/data/transform/assignedWorkLocations/nameCode	String	The name code of the assigned work location.	Y
events/data/transform/assignedWorkLocations/typecode	String	The location type code and description, e.g. home shore, office, etc.	Y
events/data/transform/assignedWorkLocations/locationPercentage	Integer	The percentage of time that the worker is expected to work from the given assigned work location.	Y
events/data/transform/fullTimeEquivalenceRatio	Decimal	Full-time equivalent (FTE) is a unit that indicates the workload of an employed person (or student) in a way that makes workloads comparable across various contexts. FTE is often used to measure the involvement of a worker in a project, or to track cost reductions in an organization. An FTE of 1.0 means that the person is equivalent to a full-time worker, while an FTE of 0.5 signals that the worker is only half-time.	Y

events/data/transform/remunerationBasisCode/codeValue	String	The base or primary pay (i.e. salary, wage) associated to a work assignment. The structure allows for the explicit communication of pre-defined equivalents for the base remuneration	Y
events/data/transform/reportsTo/positionID	String	The position ID of the worker to whom the worker reports.	Y

Chapter 4

Use Case 3: Data Change

Description

Data changes are used for one-off changes to an associate's work assignment. This might be a change in the associate's hire date, cost center, or reporting manager. Because this is a one-off change, not all fields are required; the only fields that are required are those that are intended to be changed.

Important

When you are processing a data change to the associate's work assignment through the work-assignment.modify API, make sure to pass a movement reason code that is tied to the type "Data Change." To get a list of all reason codes associated to data change in the system use the following URI: <codelists/hr/v3/worker-management/reason-code-values?action=Data Change>

Data Dictionary

Schema Location	Parameter Type	Description	Is Required?
events/data/eventContext/associateOID	String	The associateOID of the associate whose information is being updated.	Y
events/data/eventContext/workAssignmentID	String	The work assignment ID of the associate whose information is being updated. *Note: This may be left as an empty string	N
events/data/transform/effectiveDateTime	String	The date, and time that the changes should be effective on the associate's profile.	Y
events/data/transform/workAssignment/hireDate	String	The date that the associate was hired.	N
events/data/transform/workAssignment/assignmentStatus/reasonCode/codeValue	String	The type of change that is being made. For example, 'Promotion', 'Lateral Transfer', or 'Data Change'. *Note: For promotion, transfer, and data change, a movement reason needs to be passed through the reason code.	Y
events/data/transform/workAssignment/assignmentCostCenters/costCenterID	String	The cost center ID of the cost center being updated or added to the associate's work assignment.	N

events/data/transform/workAssignment/assignmentCostCenters/costCenterPercentage	String	The cost center allocation percentage of the cost center being updated or added to the associate's work assignment.	N
events/data/transform/workAssignment/assignmentCostCenters/primaryIndicator	Boolean	Indicates whether the cost center being updated or added is the associate's primary cost center or not.	N
events/data/transform/workAssignment/workerTypeCode/codeValue	String	Describes the type of worker in a given work assignment, e.g. permanent employee, fixed-term employee, etc.	N
events/data/transform/workAssignment/assignmentTermCode/codeValue	String	Describes whether a work assignment has a known end date. If an assignment has a fixed or known end date, it is considered a temporary assignment.	N
events/data/transform/workAssignment/workLevelCode/codeValue	String	The work level code, e.g. Full-time, Part-time.	N
events/data/transform/workAssignment/legalEntityCode/codeValue	String	The code of the legal entity.	N
events/data/transform/workAssignment/jobCode	String	The job code.	N
events/data/transform/workAssignment/jobTitle	String	The job title.	N
events/data/transform/workAssignment/occupationalClassifications/nameCode/codeValue	String	A reference to a system used to classify workers into occupational categories for the purpose of collecting, calculating, or disseminating data. In the US, an example of this is the EEOC system. The name code is the code for the associated entity.	N
events/data/transform/occupationalClassifications/classificationCode/codeValue	String	The classification code of the associated entity.	N
events/data/transform/wageLawCoverage/wageLawNameCode/codeValue	String	A coded name or descriptive label of the associated wage law entity.	N
events/data/transform/wageLawCoverage/coverageCode/codeValue	String	The wage hour coverage code, e.g. exempt, non-exempt.	N
events/data/transform/positionID	String	The position ID that is being updated or changed.	N
events/data/transform/positionTitle	String	The position title that is being updated or changed.	N

events/data/transform/workArrangementCode/codeValue	String	A work arrangement describes the time and place that work gets done on a regular basis. For example, a work assignment can be fully office based, fully home based, or some combination thereof.	N
events/data/transform/standardHours/hoursQuantity	Integer	The standard number of hours of work associated to a position, typically used to drive the definition of a full time assignment, e.g. 40 in the US.	N
events/data/transform/homeOrganizationalUnits	Array	A list of the various types of home organizational units.	N
events/data/transform/assignedOrganizationalUnits	Array	A list of organizational units assigned to the associate.	N
events/data/transform/homeWorkLocation/nameCode/codeValue	String	The home work location is the location out of which the work assignment is based. This does necessarily not mean that the worker is physically located at this location.	N
events/data/transform/homeWorkLocation/typeCode	String	The location type code and description, e.g. home shore, office, etc.	N
events/data/transform/assignedWorkLocations/nameCode	String	The name code of the assigned work location.	N
events/data/transform/assignedWorkLocations/typecode	String	The location type code and description, e.g. home shore, office, etc.	N
events/data/transform/assignedWorkLocations/locationPercentage	Integer	The percentage of time that the worker is expected to work from the given assigned work location.	N
events/data/transform/fullTimeEquivalenceRatio	Decimal	Full-time equivalent (FTE) is a unit that indicates the workload of an employed person (or student) in a way that makes workloads comparable across various contexts. FTE is often used to measure the involvement of a worker in a project, or to track cost reductions in an organization. An FTE of 1.0 means that the person is equivalent to a full-time worker, while an FTE of 0.5 signals that the worker is only half-time.	N
events/data/transform/remunerationBasisCode/codeValue	String	The base or primary pay (i.e. salary, wage) associated to a work assignment. The structure allows for the explicit communication of pre-defined equivalents for the base remuneration	N
events/data/transform/reportsTo/positionID	String	The position ID of the worker to whom the worker reports.	N

Chapter 5

Chapter 5: Responses

You may encounter exceptions outside your common success scenarios. You must account for these exceptions during your initial development.

For more information, see [API Common Exceptions and Tips for Handling](#).

Response Code	Condition	Reponse Payload
200 Success	When a work assignment modify is successfully processed	<pre> { "confirmMessage": { "confirmMessageID": { "idValue": "01980ede92d976f0b1a4710cc6cc1ff1" }, "createDateTime": "2025-07-15T16:15:24.371Z", "requestID": { "idValue": "01980ede92d976f0b1a59c662338125a" }, "processingStatusCode": { "codeValue": "received" }, "processMessages": [{ "processMessageID": { "idValue": "01980ede92d976f0b1a4710cc6cc1ff1" }, "messageTypeCode": { }, "userMessage": { } }] } } </pre>

Job Processing Response

ADP Lyric supports the Batch Job Processing response framework for batch WAS.modify calls. Please refer to [this page](#) for more details on this framework. Refer to the [this page](#) for sample responses.

Chapter 6

Chapter 6: Event Notifications

To subscribe to the event notifications for the updates in personal communication changes, use the following canonicals.

Event	Canonical URI
Work Assignment Modify	/hr/workerInformationManagement/workerManagement/workAssignmentManagement/worker.workAssignment.modify.eventNotify