



Guide

Work Assignment API Guide for ADP Workforce Now

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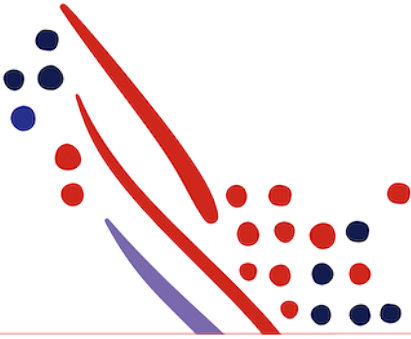


Table of Contents

Chapter 1

About this API

Summary

What's New in this Guide?

February 2022

Supported Product Version and Customer Base

Required Setup Steps

Chapter 2

Use Case: API Details

API Endpoints

Application Scope

Supported Actors

Sequence of Interactions

Data Dictionary

Responses

Chapter 3

Use Case: Synchronizing Work assignment details Using Notifications

Use Case Description

Supported Notifications

Chapter 4

Known Issues and Limitations

Issue:([WFNINFRAST-6728](#)) Event notification not supported for remaining position changes

Impacted APIs

Issue Description

Suggested Workaround

About this API

Summary

The Work Assignment Application Programming Interface (API) updates the work assignments details such as a worker's Job Title and Job Function.

What's New in this Guide?

In this section, revisions to the Work Assignment API and this guide will be announced.

February 2022

Updated API endpoints and samples to link to API explorer

Supported Product Version and Customer Base

The Work Assignment API is available for United States (U.S.) ADP Workforce Now clients.

Required Setup Steps

Clients need to make sure the codes used by your application are added and configured in ADP Workforce Now. Refer to the following table on setup pages.

Records	ADP Workforce Now
Job Title	Setup > Tools > Validation Tables > Employment Profile > Position > Job Title
Job Change Reason	Setup > Tools > Validation Tables > Employment Profile > Position > Job Change Reasons
Job Function	Setup > Tools > Validation Tables > Employment Profile > Position > Job Function
Job Class	Setup > Tools > Validation Tables > Employment Profile > Position > Job Class
FLSA Code	Setup > Tools > Validation Tables > Employment Profile > Position > FLSA Code
NAICS Workers Comp	Setup > Tools > Validation Tables > Employment Profile > Position > NAICS Workers Comp
Pay Grade	Setup > Tools > Validation Tables > Employment Profile > Pay Rates > Pay Grade
EEO Establishment	Setup > Tools > Validation Tables > Employment Profile > Position > EEO Establishment

Use Case: API Details

API Endpoints

Workers - Work Assignment Management

Application Scope

The canonical URI corresponding to the API needs to be added in the Consumer Application Registry (CAR) for the subscription following which a user can access this API and make successful API calls.

The following canonical needs to be added to your application scope to enable this use case:

`/hr/workerInformationManagement/workerManagement/workAssignmentManagement/worker.workAssignment.modify`

Supported Actors

Request Parameter roleCode Value	Usage
Practitioner	Updates work assignment details for an employee as a practitioner. A system user is considered a practitioner.

Sequence of Interactions

1. Your consumer application makes a request for **`/events/hr/v1/worker.work-assignment.modify/meta`** to the ADP API endpoint.
2. The ADP API endpoint responds to your consumer application with the meta payload. See the table in the **Responses** section. Your consumer application processes the meta payload to validate data included in the payload in step 3 and prompts the user to fix any validation issues. Otherwise, compose the payload for the **`/events/hr/v1/worker.work-assignment.modify`** request.
3. Your consumer application makes an **`/events/hr/v1/worker.work-assignment.modify`** request to the ADP API endpoint.
4. The ADP API endpoint responds to the consumer application concerning the details of **`/events/hr/v1/worker.work-assignment.modify`** request.

Data Dictionary

Resources listed in the following table can be accessed in ADP Workforce Now, under **People > Employment > Employment Profile > Position**.

Schema Location	Field Name in ADP Workforce Now User Interface (UI)	Is Required (Y/N)	Note
/associateOID	Not Displayed	Y	
/workAssignmentID	Not Displayed	Y	Note: The workAssignmentID can be obtained by making hr/v2/workers API call. Use itemID under workAssignments of API response.
/effectiveDateTime	Effective	Y	
/eventReasonCode	Not Displayed	Y	
/eventReasonCode/codeValue	Job Change Reason		
/workAssignment/wageLawCoverage	Not Displayed	Y	
/workAssignment/wageLawCoverage/coverageCode	Not Displayed		
/workAssignment/wageLawCoverage/coverageCode/codeValue	FLSA		
/workAssignment/actualStartDate	Position Start Date	Y	
/workAssignment/jobTitle	Job Title	Y	
/workAssignment/JobFunctionCode	Job Function	Y	
/workAssignment/JobFunctionCode/codeValue	Not Displayed		
/workAssignmentManagement/PositionIndicator	Management Position	Y	
/workAssignment/PayGradeCode	Pay Grade	Y	
/workAssignment/PayGradeCode/codeValue	Not Displayed		
/workAssignment/IndustryClassifications	NAICS Worker's Comp	Y	
/workAssignment/IndustryClassifications/ClassificationCode	Not Displayed		

/workAssignment/IndustryClassifications/ClassificationCode/codeValue	Not Displayed		
/workAssignment/OccupationalClassifications	EEOC/Job Class/EEO Establishment	Y	
/workAssignment/OccupationalClassifications/NameCode	Not Displayed		
/workAssignment/OccupationalClassifications/NameCode/codeValue	Not Displayed		
/workAssignment/OccupationalClassifications/ClassificationCode	EEOC Job Classification or Job Class or EEO Establishment	Y	
/workAssignment/OccupationalClassifications/ClassificationCode/codeValue	Not Displayed		
/workAssignment/OfficerTypeCode	Officer/Owner	Y	
/workAssignment/OfficerTypeCode/codeValue	Not Displayed		

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	messageTxt
400 Bad Request	Update work assignment details with an invalid associateOID (Associate Object ID).	"userMessage": { "messageTxt": "associateOID is invalid." }
400 Bad Request	Update work assignment details with an invalid workAssignmentID .	"userMessage": { "messageTxt": "workAssignmentID is invalid." }
400 Bad Request	Update work assignment details with an invalid codeValue for the job change reason.	"userMessage": { "messageTxt": "/events/data/transform/workers/workAssignment/eventReasonCode/codeValue is invalid." }
400 Bad Request	Update work assignment details with an invalid effectiveDate .	"userMessage": { "messageTxt": "transform/effectiveDateTime is not a valid date. Enter the date in the format yyyy-MM-dd." }

400 Bad Request	Update work assignment details with an invalid wageLawCoverage (Fair Labor Standards Act - FLSA).	"userMessage": { "messageTxt": "/events/data/transform/workers/workAssignment/wageLawCoverage is invalid." }
400 Bad Request	Update work assignment details with invalid position start date.	"userMessage": { "messageTxt": "An employee's position start date must be greater than or equal to the effective hire date (the greater of the hire date or the rehire date)."
400 Bad Request	Update work assignment details with an invalid Job Title.	"userMessage": { "messageTxt": "/events/data/transform/workers/workAssignment/jobTitle is invalid." }
400 Bad Request	Update work assignment details with an invalid JOB function code.	"userMessage": { "messageTxt": "/events/data/transform/workers/workAssignment/jobFunctionCode/codeValue is invalid." }
400 Bad Request	Update work assignment details with invalid NAICS (industry classification code).	"userMessage": { "messageTxt": "/events/data/transform/workers/workAssignment/industryClassifications/classificationCode is invalid." }
400 Bad Request	Update work assignment details with an invalid officerTypeCode .	"userMessage": { "messageTxt": "/events/data/transform/workers/workAssignment/officerTypeCode/codeValue is invalid." }
400 Bad Request	Update work assignment details with an invalid payGradeCode .	"userMessage": { "messageTxt": "/events/data/transform/workers/workAssignment/payGradeCode is invalid." }
400 Bad Request	Update work assignment details with invalid Equal Employment Opportunity Commission (EEOC) job classificationCode .	"userMessage": { "messageTxt": "/events/data/transform/workers/workAssignment/occupationalClassifications/classificationCode (EEOC) is invalid." }
400 Bad Request	Update work assignment details with an invalid EEO Establishment.	"userMessage": { "messageTxt": "/events/data/transform/workers/workAssignment/occupationalClassifications/classificationCode/codeValue (EEO Establishment) is invalid." }

Chapter 3

Use Case: Synchronizing Work assignment details Using Notifications

Use Case Description

ADP applications trigger notifications when data is updated. Your application could subscribe interested notifications to synchronize up the data. See the [ADP Event APIs and Event Notification Guide](#) for more information about ADP Notifications.

See [All You Need to Know about Processing Notification Messages for ADP Workforce Now](#) for more information about the ADP Workforce Now Notification schema mapping.

Supported Notifications

The following lists all the supported notifications and the canonical IDs to be added to your ADP Marketplace Consumer Application.

For event related information please refer [Workers - Work Assignment Management](#)

Changes that will trigger a notification	Application Scope
An event is generated When an employee's Job Title and FLSA is modified.	/hr/workerInformationManagement/workerManagement/workAssignmentManagement/worker.workAssignment.modify.eventNotify.subscribe



Note

Event notification is supported only in below cases

1. When a job title is changed either through **API** or **ADP Workforce Now UI**
2. When a FLSA is changed through **ADP Workforce Now UI** but not through API

Chapter 4

Known Issues and Limitations

Issue:([WFNINFRAST-6728](#)) Event notification not supported for remaining position changes

Impacted APIs

Method	Uniform Resource Identifier (URI)	roleCode Value
POST	/events/hr/v1/worker.work-assignment.modify	Practitioner

Issue Description

Currently event notification is supported only when a jobtitle and FLSA fields are changed and for remaining fields the notification is not getting generated either through the **/events/hr/v1/worker.work-assignment.modify** API or ADP Workforce Now

Suggested Workaround

There are no workarounds available.

