



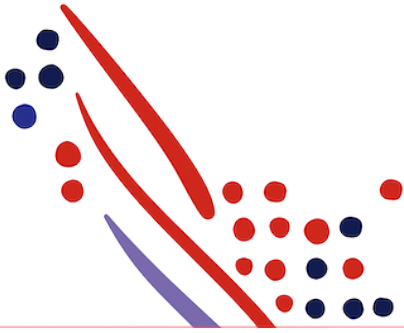
Guide

# Work Assignment Modify API Guide for ADP Vantage HCM

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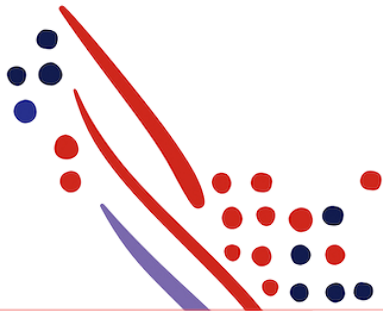
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# About this API

## Summary

The Work Assignment Application Programming Interface (API) updates the job and pay data of an employee such as job title, job code, reporting manager, base remuneration etc.

## What's New in this Guide?

This is the initial version of the Work Assignment Modify API Guide for ADP Vantage HCM. In this section, we will announce any new revisions to the Work assignment modify API and this guide.

## August 2023

Updated API endpoints and samples to link to API explorer.

## Supported Product Version and Customer Base

The Work Assignment Modify API is available for ADP Vantage clients.

## Required Setup Steps

Clients need to make sure the codes used by your application are added and configured in ADP Vantage HCM

Records	ADP Vantage HCM
Reason	Setup > Fields Definitions & Mappings > Setup Information>Other> Actions/Reasons
Salary Plan	Setup > Fields Definitions & Mappings > Setup Information> Compensation/Performance> Salary Plans, Grades, Steps
Salary Grade	Setup > Fields Definitions & Mappings > Setup Information> Compensation/Performance> Salary Plans, Grades, Steps
Salary Step	Setup > Fields Definitions & Mappings > Setup Information> Compensation/Performance> Salary Plans, Grades, Steps
Geographical Differentials	Setup > Fields Definitions & Mappings > Setup Information> Compensation/Performance> Geographical Differentials
Bargaining Units	Setup > Fields Definitions & Mappings > Setup Information> Union> Bargaining Units
Union Code	Setup > Fields Definitions & Mappings > Setup Information> Union> Union & Union Contacts
Shift Qualifier	Setup > Fields Definitions & Mappings > Setup Information> Payroll> Shift Qualifier

## Process Overview

The following table shows a typical Business-to-Business (B2B) application integration flow for the Work Assignment Modify API.

	Actor	Task Description
1	Client Practitioner	Triggers the API-based data exchange between your application and ADP Vantage HCM.
2	Your application	Sends new employee details using the Work Assignment Modify API.
3	Payroll Practitioner	Verifies the Information in the ADP Vantage user interface (UI) by selecting <b>People &gt; Employment &gt; Job Information</b> .

## Chapter 2

# Use Case: Updating Work Assignment Details for an Employee

## Use Case Description

The Work Assignment API updates the work assignments for a worker.

## API Usage

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

Method	Uniform Resource Identifier (URI)	Description
POST	/events/hr/v1/worker.work-assignment.modify	Updates work assignment details for an Associate.
GET	/events/hr/v1/worker.work-assignment.modify/meta	Retrieves the meta information.

## 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.

## Request Header Parameters

There are no Request Header Parameters, in addition to the ADP standard header parameters.

## 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** 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`

## Data Dictionary

Resources listed in the following table can be accessed in ADP Vantage HCM UI under **People > Employment > Job Information**.

Schema Location	Field Name in ADP Vantage HCM User Interface (UI)	Section	Is Required (Y/N)	Note
<code>/data/transforms/workAssignment/jobTitle</code>	Business Title	Job	N	
<code>/data/transforms/workAssignment/reportsTo</code>	Reports To	Job	Y	
<code>/data/transforms/workAssignment/reportsToRelationshipCode</code>	NA		N	
<code>/data/transforms/workAssignment/reportsTo/reportsToRelationshipCode/codeValue</code>	Manager	Job	N	
<code>/data/transforms/workAssignment/stockOwnerIndicator</code>	Owns 5% or more of the company	Job	N	
<code>/data/transforms/effectiveDateTime</code>	Effective Date		Y	
<code>/data/transforms/actionTypeCode</code>	Not Displayed		Y	
<code>/data/transforms/actionTypeCode/codeValue</code>	Action		Y	
<code>/data/transforms/eventReasonCode</code>	Not Displayed		N	
<code>/data/transforms/eventReasonCode/codeValue</code>	Reason			
<code>/data/transforms/workAssignment/legalEntityID</code>	Not Displayed		Y	
<code>/data/transforms/workAssignment/payrollGroupCode</code>	Pay Group	Payroll	Y	
<code>/data/transforms/workAssignment/assignedOrganizationalUnits</code>	Not Displayed		Y	
<code>/data/transforms/workAssignment/assignedOrganizationalUnits/typeCode</code>	Not Displayed		Y	

Schema Location	Field Name in ADP Vantage HCM User Interface (UI)	Section	Is Required (Y/N)	Note
/data/transforms/workAssignment/assignedOrganizationalUnits/typeCode/codeValue	Department	Job	Y	
/data/transforms/workAssignment/jobCode	Not Displayed		Y	
/data/transforms/workAssignment/jobCode/codeValue	Job Title	Job	Y	
/data/transforms/workAssignment/standardHours/hoursQuantity	Standard Hours	Job	Y	
/data/transforms/workAssignment/occupationalClassifications	Not Displayed		Y	
/data/transforms/workAssignment/occupationalClassifications/nameCode	Not Displayed		Y	
/data/transforms/workAssignment/occupationalClassifications/nameCode/codeValue	Exclude from EEO Report	Job	Y	
/data/transforms/workAssignment/assignmentTermCode	Not Displayed		Y	
/data/transforms/workAssignment/assignmentTermCode/codeValue	Regular/Temp	Job		
/data/transforms/workAssignment/workerTypeCode	Not Displayed		N	
/data/transforms/workAssignment/workerTypeCode/codeValue	Employee Classification	Job	N	
/data/transforms/workAssignment/officerTypeCode	Not Displayed		N	
/data/transforms/workAssignment/officerTypeCode/codeValue	Officer Code	Job	N	
/data/transforms/workAssignment/managementPositionIndicator	Manager Role	Job	N	
/data/transforms/workAssignment/remunerationBasisCode	Not Displayed		Y	
/data/transforms/workAssignment/remunerationBasisCode/codeValue	Pay Type	Compensation	Y	
/data/transforms/workAssignment/assignedWorkLocations	Not Displayed		Y	
/data/transforms/workAssignment/assignedWorkLocations/nameCode	Not Displayed		Y	
/data/transforms/workAssignment/assignedWorkLocations/nameCode/codeValue	Reporting Location	Job	Y	

Schema Location	Field Name in ADP Vantage HCM User Interface (UI)	Section	Is Required (Y/N)	Note
/data/transforms/workAssignment/homeWorkLocation/nameCode	Not Displayed		Y	
/data/transforms/workAssignment/homeWorkLocation/nameCode/codeValue	Work Location	Job	Y	
/data/transforms/workAssignment/geographicPayDifferentialCode	Not Displayed		N	
/data/transforms/workAssignment/geographicPayDifferentialCode/codeValue	Geographic Differential	Job	N	
/data/transforms/workAssignment/workLevelCode	Not Displayed		Y	
/data/transforms/workAssignment/workLevelCode/codeValue	Full-Time/Part-Time	Job	Y	
/data/transforms/workAssignment/payScaleCode	Not Displayed		N	
/data/transforms/workAssignment/payScaleCode/codeValue	Salary Plan	Compensation	N	
/data/transforms/workAssignment/wageLawCoverage/coverageCode/codeValue	FLSA status	Job	N	
/data/transforms/workAssignment/payGradeCode	Not Displayed		N	
/data/transforms/workAssignment/payGradeCode/codeValue	Salary Grade	Compensation	N	
/data/transforms/workAssignment/payGradeStepCode	Not Displayed		N	
/data/transforms/workAssignment/payGradeStepCode/codeValue	Salary Step	Compensation		
/data/transforms/workAssignment/nextPayGradeStepDate	Next Step Date	Compensation	N	
/data/transforms/workAssignment/baseRemuneration/recordingBasisCode	Not Displayed		Y	
/data/transforms/workAssignment/baseRemuneration/recordingBasisCode/codeValue	Compensation Frequency	Compensation		
/data/transforms/workAssignment/baseRemuneration/payPeriodRateAmount/currencyCode	Currency	Compensation	Y	
/data/transforms/workAssignment/annualBenefitBaseRate/amountValue	Annual Benefits Base Rate	Compensation	N	
/data/transforms/workAssignment/workShiftCode	Not Displayed		N	

Schema Location	Field Name in ADP Vantage HCM User Interface (UI)	Section	Is Required (Y/N)	Note
/data/transforms/workAssignment/workShiftCode/codeValue	Shift Qualifier	Payroll	N	
/data/transforms/workAssignment/payrollFileNumber	File Number	Payroll	N	
/data/transforms/workAssignment/homeOrganizationalUnits	Not Displayed		N	
/data/transforms/workAssignment/homeOrganizationalUnits/name Code	Not Displayed		N	
/data/transforms/workAssignment/homeOrganizationalUnits/name Code/codeValue	Company	Job	N	
/data/transforms/workAssignment/additionalRemunerations	Not Displayed		N	
/data/transforms/workAssignment/additionalRemunerations/typeCode	Not Displayed		N	
/data/transforms/workAssignment/additionalRemunerations/typeCode/codeValue	Rate	Job	N	
/data/transforms/workAssignment/additionalRemunerations/rate/amountValue	Hourly Rate	Job	N	
/data/transforms/workAssignment/additionalRemunerations/associatedRateQualifiers	Not Displayed		N	
/data/transforms/workAssignment/additionalRemunerations/associatedRateQualifiers/itemID	Department, Location, Job, Manager	Job	N	
/data/transforms/workAssignment/laborUnion/laborUnionCode	Not Displayed		N	
/data/transforms/workAssignment/laborUnion/laborUnionCode/codeValue	Union	Job	N	
/data/transforms/workAssignment/laborUnion/seniorityDate	Union Seniority Date	Job	N	
/data/transforms/workAssignment/bargainingUnit/bargainingUnitCode	Not Displayed		N	
/data/transforms/workAssignment/bargainingUnit/bargainingUnitCode/codeValue	Bargaining Unit	Job	N	
/data/transforms/workAssignment/bargainingUnit/seniorityDate	Bargaining Unit Seniority Date	Job	N	
/data/eventContext/associateOID	Not Displayed		Y	

Schema Location	Field Name in ADP Vantage HCM User Interface (UI)	Section	Is Required (Y/N)	Note
/workAssignment/customFieldGroup/stringFields	Not Displayed		N	
/workAssignment/customFieldGroup/stringFields/nameCode	Not Displayed		N	
/workAssignment/customFieldGroup/stringFields/nameCode/codeValue	Client Defined Fields	Additional Info	N	
/workAssignment/customFieldGroup/dateFields	Not Displayed		N	
/workAssignment/customFieldGroup/dateFields/nameCode	Not Displayed		N	
/workAssignment/customFieldGroup/dateFields/nameCode/codeValue	Client Defined Fields	Additional Info	N	
/workAssignment/customFieldGroup/numberFields	Not Displayed		N	
/workAssignment/customFieldGroup/numberFields/nameCode	Not Displayed		N	
/workAssignment/customFieldGroup/numberFields/nameCode/codeValue	Client Defined Fields	Additional Info	N	
/workAssignment/customFieldGroup/codeFields	Not Displayed		N	
/workAssignment/customFieldGroup/codeFields/nameCode	Not Displayed		N	
/workAssignment/customFieldGroup/codeFields/nameCode/codeValue	Status Flag	Status Flags/Custom Areas	N	

## 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](#).

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

Response Code	Condition	messageTxt	Tips to Handle

Res pon se Cod e	Condition	messageTxt	Ti ps to H an dl e
200 OK	Update work assignment details for an employee with valid data.	NA	
200 OK	Update Base Remuneration annual Rate amount	NA	
200 OK	Update Base Remuneration daily Rate amount	NA	
200 OK	Update Base Remuneration hourly Rate amount	NA	
200 OK	Update Base Remuneration monthly Rate amount	NA	
200 OK	Update Base Remuneration weekly Rate amount	NA	
400 Bad Req ues t	Update work assignment details with an invalid <b>associateOID</b>	"userMessage": { "messageTxt": "You must enter a value in the required field (API Job Search-Employee OID). (15,69)\n" }	
400 Bad Req ues t	Update work assignment details with an invalid <b>actionTypeCode</b> .	"userMessage": { "messageTxt": "The Action is incorrect. Use only the action of Data Change (DTA) or Job Title Change (JTC). (1000,698)\n" }	
400 Bad Req ues t	Update work assignment details with an invalid <b>annualBenefitBaseRate</b>	"userMessage": { "messageTxt": "You must enter a number in this field. The correct format is 8.2. If the format is x.y, this indicates the maximum number of digits allowed before and after the decimal point (-Annual Benefits Base Rate). (15,43)\n" }	

Res pon se Cod e	Condition	messageTxt	Ti ps to H an dl e
400 Bad Req ues t	Update work assignment details with invalid <b>assignedOrganizationalUnits</b>	"userMessage":{ "messageTxt": "You have entered an invalid value for Employee Job Data-Department ID. Select a valid value from the list provided. (15,11)\n" }	
400 Bad Req ues t	Update work assignment details with an invalid <b>assignedWorkLocation</b> .	"userMessage":{ "messageTxt": "You have entered an invalid value for Employee Job Data-Location Code. Select a valid value from the list provided. (15,11)\n" }	
400 Bad Req ues t	Update work assignment details with an invalid <b>bargainingUnitCode</b> .	"userMessage":{ "messageTxt": "You have entered an invalid value for Employee Job Data-Bargaining Unit. Select a valid value from the list provided. (15,11)\n" }	
400 Bad Req ues t	Update work assignment details with invalid <b>currencyCode</b>	"userMessage":{ "messageTxt": "You have selected a non-USD currency code, which is invalid for the employee's pay group. (1000,607)\n" }	
400 Bad Req ues t	Update work assignment details with an invalid <b>recordingBasisCode</b>	"userMessage":{ "You have entered an invalid value for Employee Job Data-Compensation Frequency. Select a valid value from the list provided. (15,11)\n" }	
400 Bad Req ues t	Update work assignment details with an invalid <b>geographicDifferentialCode</b>	"userMessage":{ "You have entered an invalid value for Employee Job Data-Geographic Differential ID. Select a valid value from the list provided. (15,11)\n" }	

Res pon se Cod e	Condition	messageTxt	Ti ps to H an dl e
400 Bad Req ues t	Update work assignment details with an invalid <b>additional remuneration amount value</b>	"userMessage": { "You must enter a number in this field. The correct format is 7.4. If the format is x.y, this indicates the maximum number of digits allowed before and after the decimal point (-Additional Hourly Rate). (15,43)\n" " }	
400 Bad Req ues t	Update work assignment details with an invalid <b>jobCode</b>	"userMessage": { "You have entered an invalid value for Employee Job Data-Job Code. Select a valid value from the list provided. (15,11)\n" }	
400 Bad Req ues t	Update work assignment details with an invalid <b>laborUnionCode</b>	"userMessage": { "You have entered an invalid value for Employee Job Data-Union Code. Select a valid value from the list provided. (15,11)\n" }	
400 Bad Req ues t	Update work assignment details with an invalid <b>legalEntityId</b>	"userMessage": { "You have entered an invalid value for Employee Job Data-Company. Select a valid value from the list provided. (15,11)\n" }	
400 Bad Req ues t	Update work assignment details with an invalid <b>classificationCode</b>	"userMessage": { "You have entered an invalid value for Employee Job Data-EEO Exclusion. Select a valid value from the list provided. (15,11)\n" }	
400 Bad Req ues t	Update work assignment details with an invalid <b>officerTypeCode</b>	"userMessage": { "You have entered an invalid value for Employee Job Data-Officer Code. Select a valid value from the list provided. (15,11)\n" }	

Res pon se Cod e	Condition	messageTxt	Ti ps to H an dl e
400 Bad Req ues t	Update work assignment details with an invalid <b>payGradeCode</b>	"userMessage":{ "You have entered an invalid value for Employee Job Data-Salary Grade. Select a valid value from the list provided. (15,11)\n" }	
400 Bad Req ues t	Update work assignment details with an invalid <b>payGradeStepCode</b>	"userMessage":{ "You have entered an invalid value for Employee Job Data-Step. Select a valid value from the list provided. (15,11)\n" }	
400 Bad Req ues t	Update work assignment details with an invalid <b>payrollFileNumber</b>	"userMessage":{ "You must enter a number for -Payroll File Number. (15,39)\n" }	
400 Bad Req ues t	Update work assignment details with an invalid <b>payrollGroupCode</b>	"userMessage":{ "You have entered an invalid value for Employee Job Data-Pay Group. Select a valid value from the list provided. (15,11)\n" }	
400 Bad Req ues t	Update work assignment details with an invalid <b>payScaleCode</b>	"userMessage":{ "You have entered an invalid value for Employee Job Data-Salary Administration Plan. Select a valid value from the list provided. (15,11)\n" }	
400 Bad Req ues t	Update work assignment details with an invalid <b>remunerationBasisCode</b>	"userMessage":{ "You have entered an invalid value for Employee Job Data-Employee Type. Select a valid value from the list provided. (15,11)\n" }	

Response Code	Condition	messageTxt	Tips to Handle
400 Bad Request	Update work assignment details with an invalid <b>associateOID (Reports To)</b>	"userMessage": { You have entered an invalid value for Derived record for RedBox-Reports To AOID. Select a valid value from the list provided. (15,11)\n" }	
400 Bad Request	Update work assignment details with an invalid <b>workerId(Reports To)</b>	"userMessage": { "You have entered an invalid value for Employee Job Data-Reports To Manager ID. Select a valid value from the list provided. (15,11)\n" }	
400 Bad Request	Update work assignment details with an invalid <b>standardHours</b>	"userMessage": { "You must enter a number in this field. The correct format is 2.2. If the format is x.y, this indicates the maximum number of digits allowed before and after the decimal point (-Standard Hours). (15,43)\n" }	
400 Bad Request	Update work assignment details with an invalid <b>workerTypeCode</b>	"userMessage": { "You have entered an invalid value for Employee Job Data-Employee Classification. Select a valid value from the list provided. (15,11)\n" }	
400 Bad Request	Update work assignment details with an invalid <b>workLevelCode</b>	"userMessage": { "You have entered an invalid value for Employee Job Data-Full/Part Time. Select a valid value from the list provided. (15,11)\n" }	
400 Bad Request	Update work assignment details with an invalid <b>workShiftCode</b>	"userMessage": { "You have entered an invalid value for Employee Job Data-Shift. Select a valid value from the list provided. (15,11)\n" }	

Fields not supported to update by this API

The table below list the fields that can't be updated by this API.

Schema Location	Field Name in the ADP Vantage HCM UI
People > Employment > Job Information > Job	Security Clearance
People > Employment > Job Information > Job	Manages Performance Reviews
People > Employment > Job Information > Job	Manages Compensation
People > Employment > Job Information > Job Dates	Eligible for Rehire
People > Employment > Job Information > Job Dates	Eligible for Severance
People > Employment > Job Information > Job Dates	Hire Date
People > Employment > Job Information > Job Dates	Hire Time
People > Employment > Job Information > Job Dates	Rehire Date
People > Employment > Job Information > Job Dates	Service Date
People > Employment > Job Information > Job Dates	Job Seniority Date
People > Employment > Job Information > Job Dates	Acquisition Date
People > Employment > Job Information > Job Dates	Date Last Worked
People > Employment > Job Information > Job Dates	Civil Service Date
People > Employment > Job Information > Job Dates	Probation Date
People > Employment > Job Information > Job Dates	Resignation Notice Date
People > Employment > Job Information > Job Dates	Retirement Date
People > Employment > Job Information > Job Dates	Termination Date
People > Employment > Job Information > Job Dates	System of Record Date
People > Employment > Job Information > Compensation	Variable Plan
People > Employment > Job Information > Compensation	Splits

Schema Location	Field Name in the ADP Vantage HCM UI
People > Employment > Job Information > Payroll	Payroll Title
People > Employment > Job Information > Payroll	Clock Number
People > Employment > Job Information > Payroll	Data Control
People > Employment > Job Information > Payroll	Pay Statement Message
People > Employment > Job Information > Payroll	Overtime Rate Factor
People > Employment > Job Information > Payroll	Retroactive Job Status
People > Employment > Job Information > Payroll	Payroll Status
People > Employment > Job Information > Payroll	Pay Statement Message
People > Employment > Job Information > Payroll	Pay Statement Message
People > Employment > Job Information > Payroll	Overtime Rate Factor

### 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.

### Supported Event Notifications

Your application should subscribe to and process the following event change notifications to synchronize data in the event of a data change in the ADP system. The changes described in the following table trigger event notification messages for Work Assignment Modify.

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

Changes that will Trigger a Notification	Application Scope
When an employees work assignment details are changed.	<code>/hr/workerInformationManagement/workerManagement/workAssignmentManagement/worker.workAssignment.modify.eventNotify.subscribe</code>

## Note

Event notification is supported when employee work assignment details are changed either through API or ADP Vantage HCM UI