

Many organizations today use Ultipro or another Human Capital Management (HCM) system as the primary source to create and maintain employee profiles. The life cycle of an employee at a company includes steps such as recruiting, hiring, onboarding, role change or promotions, and eventually offboarding when they leave. Each of these steps involves making changes to the employee's profile in HCM. New employees will have their profile created for the first time. Existing employees who changed roles or got promoted will have their profiles, group, titles and benefits changed in HCM accordingly.

In a world where the HCM and IT systems are not well integrated, IT needs to manually synchronize the information across multiple IT systems to ensure secure access and employee productivity. A new employee will require, in addition to the initial setup by HR in HCM, equivalent setups in Active Directory (AD), email, file sharing, sales and other applications. Any subsequent changes, such as promotions or job transitions, will likely require further updates in AD and in access to downstream applications. This manual process is inefficient and time consuming, especially in companies with high turnover or growth. In some cases, IT creates custom scripts that are able to partially automate this process. However, these scripts need to be maintained and updated with applications' APIs, creating an additional burden on IT. There are also security risks involved. If an employee leaves the company, HR may disable their Ultipro record, but access to email and sensitive data in downstream applications would still be active, unless IT manually deactivates them quickly.

Okta's Ultipro-Driven IT provisioning is designed to not only solve these IT problems and risks, but also to create consistent employee data across the company and improve productivity for both HR and end users.

With Okta's solution, Ultipro is the 'Master' for user records, and Okta automatically imports data from Ultipro to AD and to downstream cloud applications, including:

- Creation and update of user profiles
- Import of user groups
- Flexibility to define deep profile attributes (eg: T-Shirt Size)
- Mapping attributes to downstream apps
- Scheduled imports between Ultipro and Okta

In addition to identity lifecycle management, Okta also offers a full suite of identity management features for Ultipro, including single sign on, multi factor authentication and centralized administration and reporting to provide secure access to Ultipro from any device at any time.

