



About HR Open Standards

HR Open is a voluntary consensus standards consortium dedicated to the development and promotion of a free suite of specifications to enable HR related data exchanges.

Current, global HR vocabularies are developed in a transparent, collaborative based environment open to all HR professionals and organizations.

Today's Presenters



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Nonprofit, global, member-driven organization

Leader in the development, maintenance, and promotion of HR data exchange standards

International organization – specifications are relevant across international contexts

A community of members and participants from

HR software and service providers

Employers

Government Agencies

Consultants

Industry associations and standards bodies



Interoperability framework for interactions between
HR trading partners

JSON

XSD

Business Case Scenarios

Terminology

Actors and Triggers

Use Cases and Diagrams

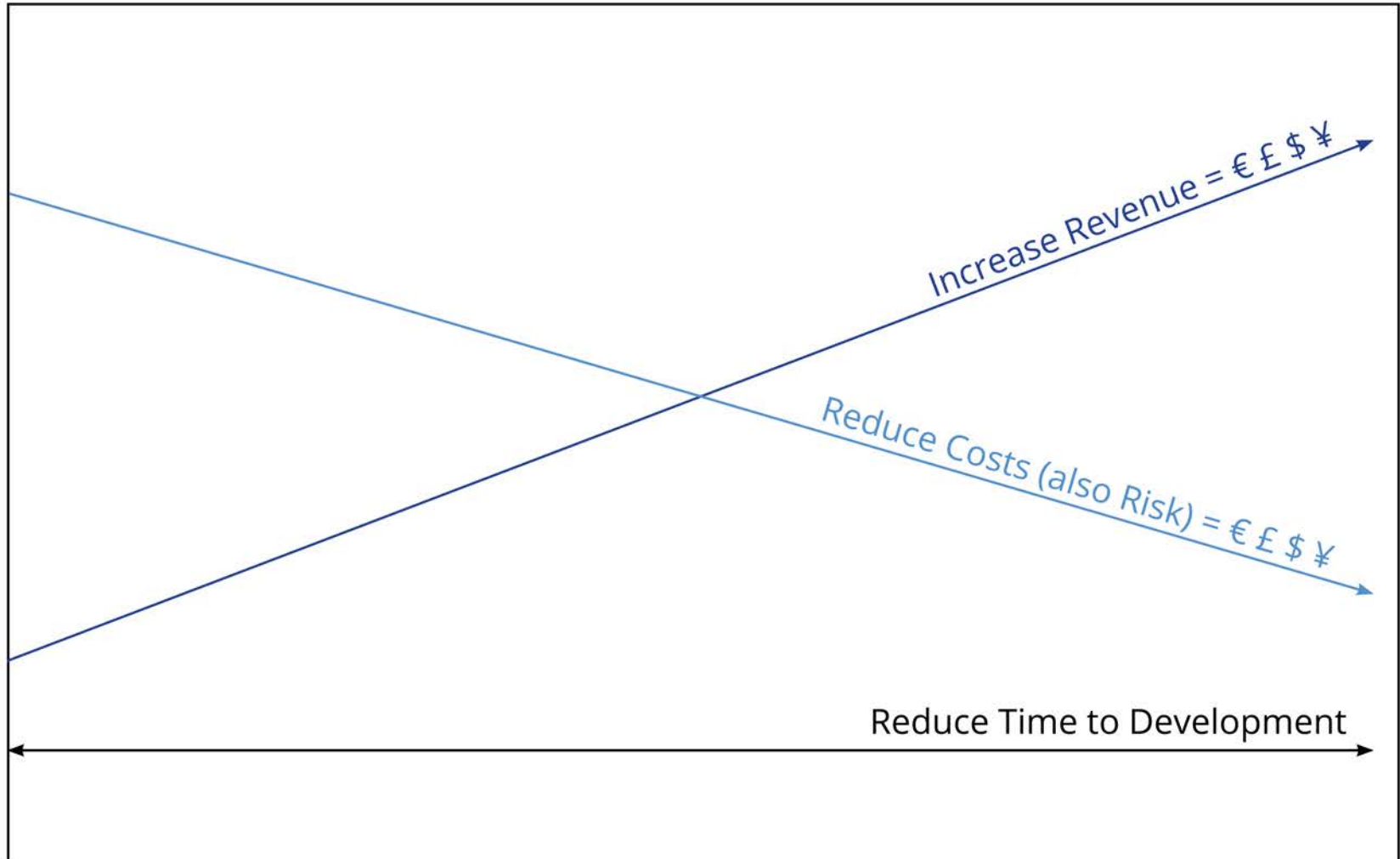
Sample Data

Implementation Guidelines

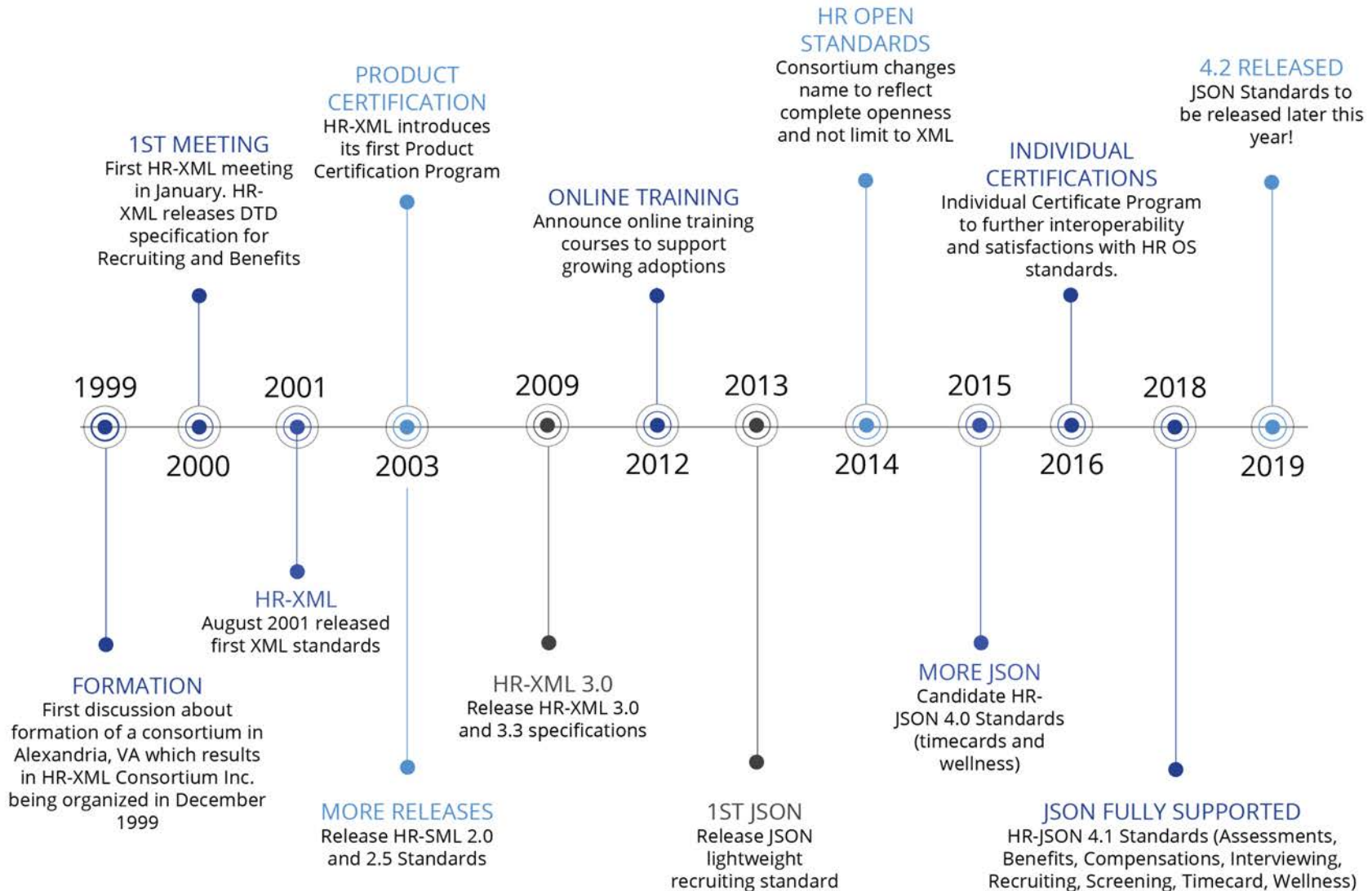
Best Practices



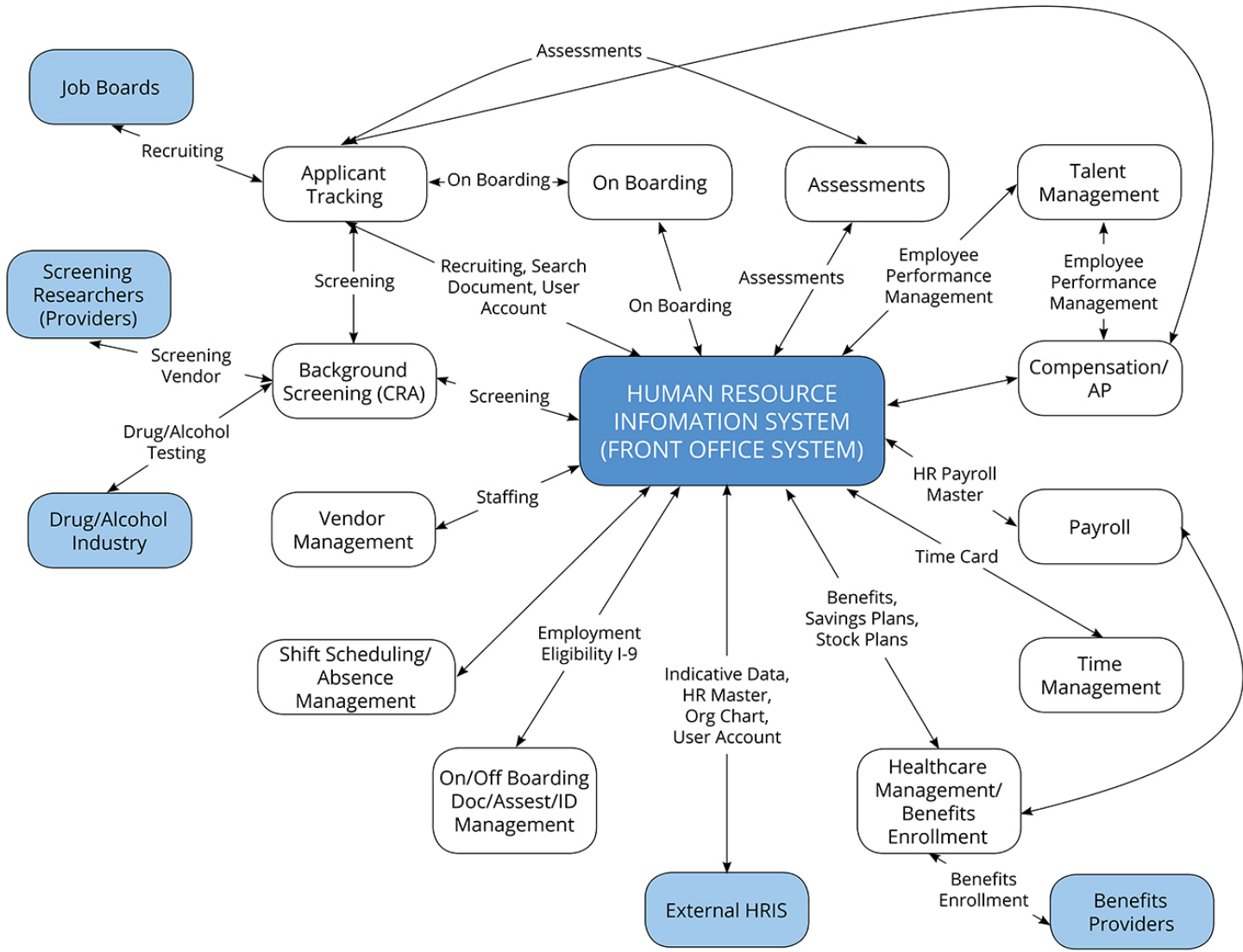
Why it Matters to You



What We Do: History



What We Do: Scope



HR Open Project Methodology



Proposal

- Confirm sponsors
- Identify Roles & Participants
- Finalize Scope & Deliverables
- Get Board Approval



Development

- Define
 - Actors
 - Triggers
 - Use Cases
 - Diagrams
- XSD/JSON
- Examples
- Documentation



Review/Approval

- Workgroup
- TSC
- Board
- Membership



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Contains common data for all JSON and XML schema

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 **kbartkus** committed on **GitHub** Merge pull request [#204](#) from HROpen/fezick-patch-199-2

Latest commit 1d613f5 3 days ago

documentation	diagram template sample (visio vdx format)	3 months ago
json	remove BasisOfTargetPayCodeList.json per #199	4 days ago
ref	BOM removal	3 months ago
xml	- added 4.0.1 generated XSD files	7 months ago

HR Open JSON and XSD 4.X Specifications

Specifications and Projects

- Assessments
- Compensation
- Contingent Staffing *
- Data Protection
- Employee Benefits
- Employee Referrals *
- Indicative Data *
- Interviewing
- Payroll
- Recruiting
- Screening
- Talent Management
- Time & Attendance *
- Wellness
- Workforce Analytics

* future project



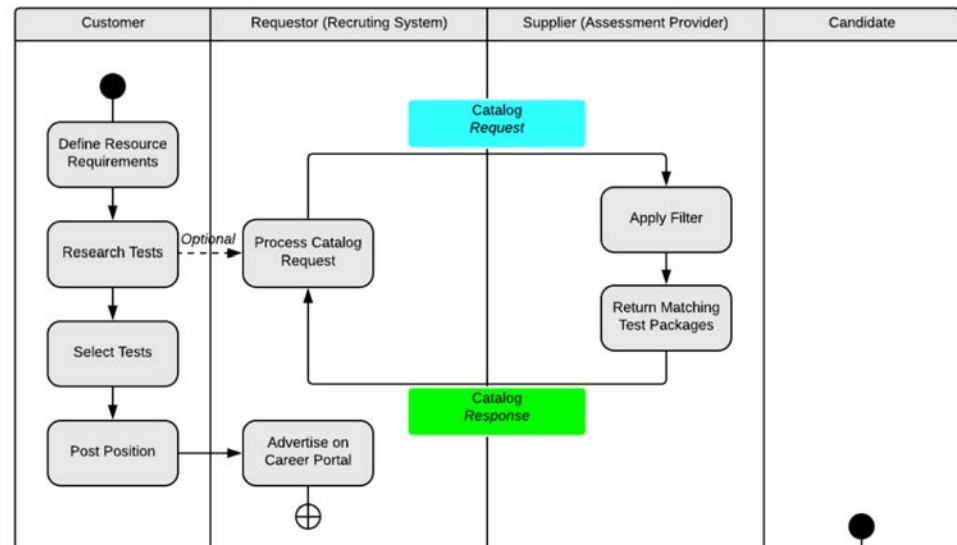
Assessments

Supports integrations between Assessment Providers, Recruiting, Onboarding, and Performance Management

Includes Assessment Subject, Catalog, Order, and Report

Currently working
on Staging

Use Case 1a: Pre-hire Assessment, Candidate Application



Compensation

Provide integration between salary survey vendors and employers, including compensation questionnaire and salary survey report content

Includes the following compensation schema

- Salary Survey Submission and Salary Survey Report

Future Project

- Transactions between Survey Vendor and Market Pricing Tool

Contingent Staffing

Support integrations for contingent staffing,
with Resource, Order, Assignment, and
Timecard specifications

Talent Ecosystem



Data Protection

Includes method to restrict countries to view, edit, and store personally identifiable information (PII)

Incorporated in every HR Open top-level schema that contains PII

Future Project

Continue enhancing schema based on input from members and industry

Employee Benefits

Allows employers, government agencies, third-party administrators and benefit providers to communicate an individual's benefits information

Includes schema for the following benefits

Plan Setup, Account and Rate Based Coverage, Voluntary Benefits and Spending Accounts

Future Project

Enhance and expand existing coverage types

Employee Referrals

The Referral specification gives employers flexibility and save them time and money when integrating referral systems with ATS/HRIS's, Staffing/VMS's, and payroll processors

Future specification will cover the following processes

- Setup

- Referral

- Prospect Application

- Payout

Employee Wellness

Exchange of data between systems involved in the management of corporate wellness programs

Current specification focused on communication between activity tracking system and corporate wellness program

Future Projects

- Wellness Program Goals

- Personal Wellness Profile and Goals

- Enterprise Wellness Program Tracking

- Wellness Program Participation Incentives

Interviewing

Allows exchange of interviewing related data throughout worker lifecycle

Interviews may be delivered asynchronously, synchronously, online, face-to-face, or as multi-part interviews

Includes the following interviewing schema

Interview Position, Asynchronous and Synchronous Orders, and Status Notification

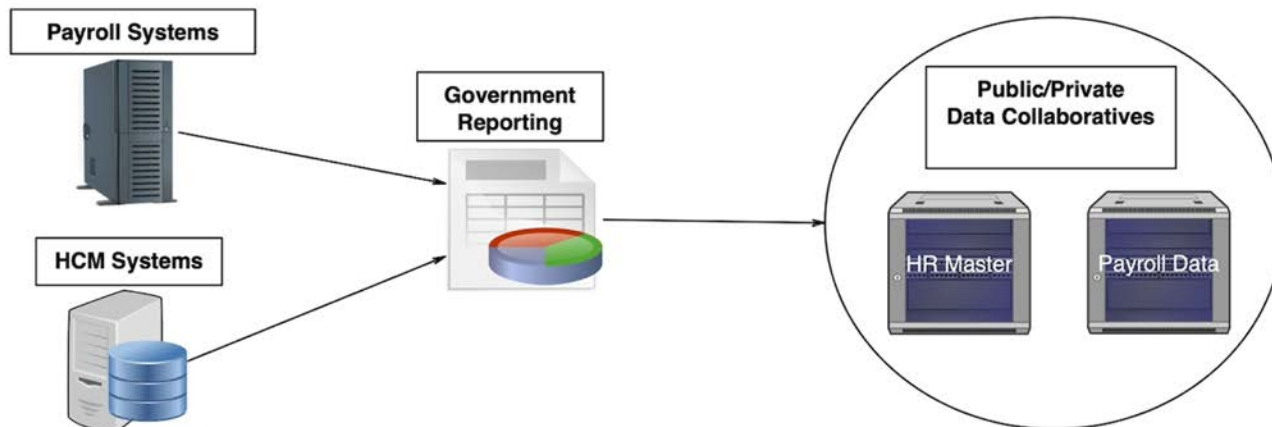
Payroll

Allows exchange of payroll data between HRIS, third-party payroll, time and attendance, and benefits systems

Includes deployment information, payment methods, garnishments and other deductions

Current Project

Employee Earnings



Recruiting

Allows exchange of job and candidate related data for purpose of recruiting

Includes the following recruiting schema

- Candidate

- Position Opening

- Search Document

- Search and Match

Future Projects

- Application Form

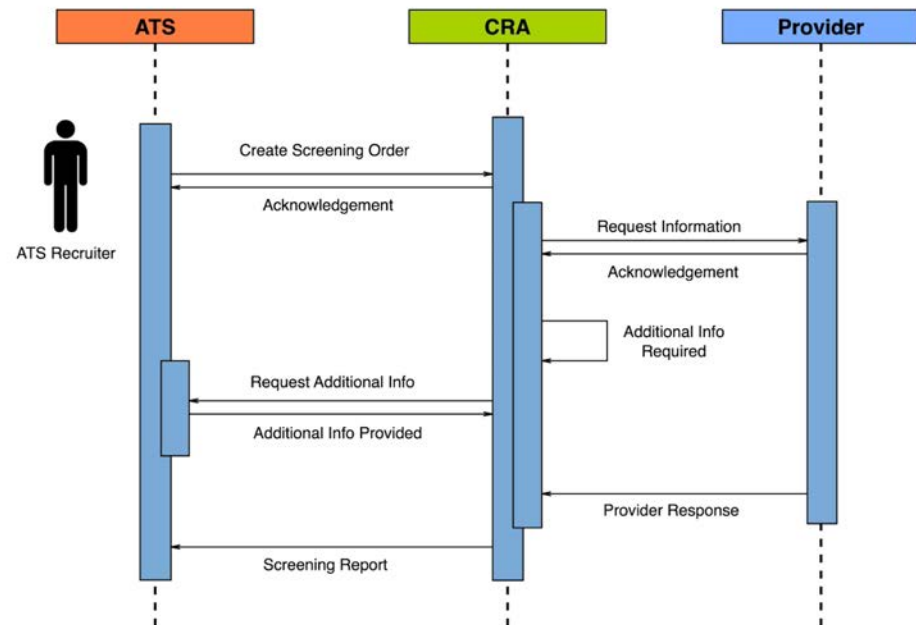
Screening

Supports criminal, credit, education, employment, military service, licensing, sanctions, and other screenings

Screening Subject, Order, Catalog, and Report

New Project

Screening Vendor



Time Management

Timecard allows capture of time and piece work data, expenses and allowances

Includes the following time management schema

- Timecard

- Future Project

- Attendance and Scheduling

Get Involved

Become a member to network with other like-minded technologists

Join a workgroup to determine industry standards

Be an industry leader by adopting the standards

Learn about real-life implementations by attending an annual meeting

Develop and strengthen relationships with your strategic partners



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