



WHAT KOGNITIV DELIVERED

- ✓ Workday Absence & Payroll optimization
- ✓ 8 new leave types implemented
- ✓ Automated parental leave pay calculations
- ✓ Return-from-leave report & automated alerts
- ✓ Weekly design sessions, end-to-end testing, payroll validation, and knowledge transfer

KEY TAKEAWAYS

Kognitiv's redesign of Farmer Focus's Leave of Absence setup delivered approximately **83 hours of annual administrative savings** — about **\$3,000 in labor costs** — while improving payroll accuracy and ensuring employees can take leave with confidence that their requests and pay will be handled correctly.

THE IMPACT & BIG WINS

5–10 min

Standard leave processing per request, down from 20–25 min

52 hours

Annual admin time saved through parental leave automation

83 hours

Annual admin time saved across leave management

\$3,000

Approximate annual labor cost savings

Improved payroll & absence accuracy, reducing rework and ensuring accurate, compliant, on-time leave and pay.

CLIENT PROFILE

Farmer Focus is an organic poultry company committed to sustainable and humane farming practices. It partners directly with independent farmers to produce traceable, high-quality chicken, with an emphasis on transparency, animal welfare, and environmental responsibility.

WEBSITE

farmerfocus.com

COMPANY SIZE

1,400–1,500 employees

INDUSTRY

Retail & Consumer Services

THE CHALLENGE

Farmer Focus's Leave of Absence (LOA) setup in Workday was fundamentally misaligned with their policy requirements.

As a result, the existing configuration needed critical optimization from both an Absence and Payroll perspective. This misalignment forced HR to rely on highly time-intensive workarounds, with most standard leave entries requiring 20 to 25 minutes of manual administration. Even more demanding, parental leave calculations required at least one hour of manual management and payment validation every week across 52 pay periods.

Without dedicated Workday LOA expertise in-house, the HR team could not independently fix the root cause, leaving these heavy administrative burdens firmly in place.

THE SOLUTION

Kognitiv's Workday Absence experts redesigned and optimized Farmer Focus's Leave of Absence setup. Through weekly collaborative design sessions, the team analyzed complex policy requirements to configure leave types correctly from both an absence and payroll perspective — cleaning up existing leave types, implementing 8 new ones, and automating parental leave pay calculations.

Kognitiv also developed a return-from-leave report with automated alerts to notify Absence Administrators as employees near the end of leave, ensuring accurate, on-time returns. End-to-end testing, payroll validation, and knowledge transfer sessions supported a smooth deployment and helped the Farmer Focus team become self-sufficient in the Workday Absence module.

Ready to Make Workday Work Better for Your Team?

Kognitiv brings practical Workday expertise to reduce manual effort, improve accuracy, and build processes that scale with your business.

Contact Kognitiv Today to Get Started

kognitivinc.com · info@kognitivinc.com · 617.433.9500