

Moog Builds a Foundation for Global Workday Growth

Supporting complex deployments, ongoing optimization, and global growth



Location

East Aurora, New York

- 13,500+ EE
- 25 Countries



Workday Footprint

Core HCM, Compensation, Advanced Compensation, Benefits, Absence, US Payroll, Canadian Payroll, UK Payroll, Recruiting, Talent Management, Time Tracking, Projects



The Groove Service

- Advisory Services
- Deployment Services
- Application Managed Services (AMS)

THE CHALLENGE

Following its Workday HCM go live in 2024, Moog needed a trusted partner to support day to day operations while advancing complex global initiatives. The organization needed to maintain system stability, optimize its existing platform, and support regional requirements while building a consistent foundation for future Workday deployments.

BENEFITS



2 Deployments Build a Blueprint for Expansion

Launched Time Tracking, Absence and Projects in Germany in 2025 and the Netherlands in 2026, creating a repeatable approach for future Time Tracking rollouts



100+ Enhancements Delivered

Optimized Core HCM, Recruiting, Benefits, Compensation, Reporting, and Integrations



50+ Integrations & Reports Enhanced

Streamlined processes and delivered faster access to workforce insights

THE SOLUTION

The Groove provides comprehensive Workday managed services, advisory, and deployment support across Moog's global operations. The partnership spans tenant governance, configuration, reporting, integrations, release management, ticket management, and continuous optimization across Core HCM, Recruiting, Benefits, Compensation, and other Workday capabilities.

A key focus has been Moog's global Time Tracking transformation. The Groove deployed Time Tracking, Absence, and Projects in Germany in December 2025, followed by the Netherlands in July 2026, supporting approximately 1,500 employees across the two countries. Complex integrations with country specific systems ensure each deployment meets regional requirements while establishing standardized processes that can serve as a blueprint for future deployments.

"Our Groove consultant quickly embraced the Moog culture and brought thoughtful options and solutions. Her configuration guidance, and testing helped us successfully deploy Workday Time Tracking. The team is thrilled!"

- Kimberly Smardz, Director Global HR Technology, Moog

