

Workday Human Capital Management Suite

Modern businesses operate in highly competitive, complex global environments. An organization must thoroughly understand its global workforce in order to make quick and meaningful business decisions and rise above the competition.

Designed for the way people work, the Workday Human Capital Management (HCM) suite enables you to embrace change by providing workforce and operational insights.

Unified, Global Cloud Applications

When your global information comes from one unified source, it's always up to date and available anytime, anywhere. With a unified suite of applications, you can ensure consistency, gain visibility, and accommodate unique business requirements around the world.

Actionable Insight

Workday's in-memory data management, speed, and efficient delivery of embedded business intelligence help you to unlock your organization's potential. Actionable analytics and reporting give you unprecedented insight.

Agility

Innovative technology lets you easily configure, adapt, and automate your applications to meet your company's evolving needs. It's flexible without additional cost, even after deployment.

User Interface

Workday's simple interface across the entire suite inspires people to use the intuitive applications.

Human Capital Management

Workday HCM is built from the ground up and delivered in the cloud. It is the only global enterprise application that unifies human resources, benefits, talent management, payroll, time and attendance, and recruiting.

Key Product Areas

Human Capital Management Suite

- Human Resource Management
- Benefits Administration
- Talent Management
- Big Data Analytics
- Recruiting
- Payroll Solutions
- Time Tracking
- Project and Work Management

Key Benefits

- Gain a more complete picture of your workforce.
- Understand your entire people cost, including contingent labor.
- Empower workers and business leaders through self-service.
- Easily configure the system for your specific business needs.
- Take action at the point of decision.



Human Resource Management

Workday HCM offers intuitive, self-service capabilities that help you organize, staff, and pay your global workforce. As changes occur with business circumstances and requirements—including organization structures, business-process rules, worker assignments, and reporting priorities—they are immediately updated in Workday.

Workday Human Resource Management lets you establish global consistency but allows for local variation. You get meaningful business insight across borders and throughout business processes.

Workday Compensation helps you manage employee compensation by consolidating information across multiple plans, teams, and geographies.

Workday Absence has an easy-to-use, intuitive interface that allows you to access and process absence information.

Benefits

Workday Benefits Administration lets you define, manage, and adjust benefits plans to meet your unique business requirements. You can track employee-data changes within Workday HCM and update benefits providers automatically through Cloud Connect for Benefits. Your organization can manage health, insurance, spending accounts, health savings accounts, retirement savings plans, flex plans, and additional benefits from a single, unified system.

“With Workday, I have a single application that works everywhere on the globe.”

– CIO, CareFusion

Talent Management

Achieving your goals and objectives depends on the quality of people in your organization. Workday Talent Management gives you the tools to improve how you manage, develop, align, and reward your employees.

Workday Onboarding reduces administration and cuts cost by helping new workers quickly assimilate into the organization.



Workday Goal Management helps organizations create and manage meaningful goals that align and focus the workforce. Workers become more engaged and motivated because the system’s transparency lets them see how their work is linked to the organization’s success.

Workday Performance Management offers accurate, real-time insight into the performance, skills, and development needs of the workforce.

Workday Succession Planning provides the tools you need to identify the best people across your organization so you can engage and develop those with high potential. You can also avoid critical leadership gaps and prepare the organization for the future.

Workday Career and Development Planning allows employees to take greater control of their careers by giving them the insight and tools to move ahead.

Recruiting*

Workday Recruiting will help organizations achieve true visibility across the entire talent-acquisition process and acquire the best talent.

Workday Recruiting will provide the hiring team greater visibility, configurable workflows, and a positive candidate experience. This information is accessible anytime, anywhere. It enables better collaboration and communication between team members to accelerate the hiring process.

Payroll Solutions

Workday Payroll

Workday Payroll is designed to address the full spectrum of enterprise payroll needs for U.S. and Canadian companies. The flexible application allows complete control over payroll processes, data, and costs.

Workday Payroll's powerful calculation engine supports unlimited pay groups and pay runs. Companies can retrieve and act on payroll data immediately to recalculate payroll as many times as needed. Configurable security allows business partners outside of payroll to give input and view results before payroll completion.

The application's built-in analytics allow users to set up comprehensive audits that are embedded into payroll results, and drill into audit alerts to investigate. Companies can run an unlimited number of reports and audits on payroll data and immediately get the insight they need.

Cloud Connect for Third-Party Payroll

Organizations know that they will connect efficiently and securely to their third-party payroll applications and to global payroll providers.

Cloud Connect for Third-Party Payroll makes it simple for your payroll department to integrate with third-party payroll providers. Customers can use pre-built integrations from Workday partners who build, maintain, and update them.

Time Tracking

Workday Time Tracking works seamlessly with Workday Human Capital Management (HCM), Payroll, and Project and Work Management to provide a simple user experience accessible via the Internet and mobile devices. Workday Time Tracking lets workers check in and out or enter time easily from any mobile device or web browser. Organizations can reduce labor costs, minimize compliance risks, and increase worker productivity.

“Agility is key in people-centric businesses. We no longer have to limit our business strategies by the inflexibility of our systems.”

– VP of HR, H.B. Fuller Company

Project and Work Management

Workday allows companies to focus on all of the critical components that make a company successful: people, business resources, and work.

By combining these elements, management can see what makes a team or a project successful and the areas of the company that are weak or struggling. The tools make it easy to find ways to improve effectiveness throughout the entire organization.

Unlike traditional bolt-on project-management systems or work-management systems, Workday Project and Work Management is seamlessly unified with the rest of the Workday suite of applications. As a result, companies can efficiently plan, staff, track, manage, and analyze what's needed to accomplish key initiatives.

Big Data Analytics for HCM

Organizations can use Workday Big Data Analytics to combine Workday data with multiple non-Workday data sources. These include unstructured data and large volumes of data, which provide comprehensive insight to help improve decision-making. Unified with the rest of Workday, the application will provide additional insight and takes advantage of a single-platform security model and user experience.

Workday Big Data Analytics decreases the time and effort of deployment by providing pre-built analytic templates that address key business issues faced by HR and Finance. These templates address questions ranging from workforce planning, retention, and diversity to pay-for-performance, compensation, and payroll-cost analysis.

Human Capital Management Suite

Human Resource Management

Workday Human Resource Management is designed to help you organize, staff, and pay your global workforce.

- Organization management
- Compensation management
- Absence management
- Employee self-service
- Manager self-service

Human Resource Management

Workday Benefits helps you define, manage, and adjust benefits plans to meet your unique requirements.

- Benefits plans, events, and eligibility
- Open enrollment
- Evidence of insurability
- Health savings accounts
- Cloud Connect for Benefits

Talent Management

Workday Talent Management lets you align, assess, reward, and develop your workforce.

- Onboarding
- Goal management
- Performance management
- Succession planning
- Career and development planning

Recruiting

Workday Recruiting will help you find, engage, and select the best internal and external candidates for your organization.

- Headcount, pipeline, and sourcing analytics
- Candidate management
- Referrals
- Social media integration
- Candidate selection
- Offer management

Payroll Solutions

Workday Payroll addresses a full spectrum of enterprise payroll needs with flexibility, giving you control and insight.

- Payroll processing for U.S. and Canada
- Robust calculation engine
- Self-service
- Automatic tax updates
- Audit and reporting
- Cloud Connect for Third-Party Payroll

Time Tracking

Workday Time Tracking reduces labor costs, minimizes compliance risks, and increases worker productivity.

- Global time entry
- Mobile and web time clocks
- Time approvals
- Global time calculation
- Reporting and analytics

Project and Work Management

Workday Project and Work Management seamlessly links strategy, people, work, and results.

- Project and non-project work management
- Resource pools and labor assessments
- Milestones and tasks
- Cost and budget tracking
- Project analytics

Workday Big Data Analytics

Workday Big Data Analytics will provide pre-built analytic templates that address key business issues for HR and Finance.

- Workday and non-Workday data sources combined, including unstructured data and large volumes of data
- Single-platform security model and user experience
- Built-in HR templates (workforce planning, retention, diversity, pay-for-performance, compensation, payroll cost analysis, etc.)

Additional Workday Applications

- Workday Financial Management
- Workday Expenses
- Workday Procurement
- Workday Grants Management
- Workday Integration Cloud

* Our future product pages describe announced products that are not yet generally available and contain forward-looking statements for which there are risks, uncertainties, and assumptions. Our description of unreleased services, features, functionality or enhancements are subject to change at Workday's discretion and may not be delivered as planned or at all. Workday assumes no obligation for and does not intend to update any such forward-looking statements. Customers who purchase Workday services should make purchase decisions based upon currently available services, features, and functions.



Workday, Inc. | 6230 Stoneridge Mall Road | Pleasanton, CA 94588 | United States
1.925.951.9000 | 1.877.WORKDAY (1.877.967.5329) | Fax: 1.925.951.9001 | www.workday.com