

Workday Human Capital Management Suite

Modern businesses operate in highly competitive, complex global environments. An organisation 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 organisation'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 as well as recruitment.

Key Product Areas

Human Capital Management Suite

- Human Resource Management
- Benefits Administration
- Talent Management
- Workforce Planning and Analytics
- 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 labour.
- 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 to organise, staff and pay your global workforce. As changes occur with business circumstances and requirements – including organisation 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 to 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 benefit providers automatically through Cloud Connect for Benefits. Your organisation 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.”

– Mike Zill, CIO, CareFusion



Talent Management

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

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

Workday Goal Management helps organisations to 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 organisation’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 organisation so that you can engage and develop those with high potential. You can also avoid critical leadership gaps and prepare the organisation 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.

Workforce Planning and Analytics

By providing a complete, actionable and dynamic picture of your talent supply and demand, Workday Workforce Planning and Analytics empowers business leaders to make better, more informed decisions on critical business issues. Gain insight into the cost, capacity, capability and quality of your people to optimise your resources and define the right strategies to achieve your organisation's goals. With Workday, you can segment roles and positions, analyse capacity and capability gaps, identify talent pools and take direct action in recruiting, succession, development and performance programs.

Project and Work Management

Workday allows companies to focus on all 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 organisation.

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 analyse what's needed to accomplish key initiatives.

Recruiting

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

Workday Recruiting will provide the hiring team with 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 US 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

Organisations 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.

“We really wanted to have a platform to take HR management and talent management to the next level. We knew that we needed a system that provided ease of use and scalability, not just from a user standpoint, but also in terms of building analytics and making better decisions for the company. Workday provides the platform for that.”

- Mike McNamara, CEO, Flextronics

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. Organisations can reduce labour costs, minimise 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

Big Data Analytics for HCM

Organisations 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 to 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 to organise, staff and pay your global workforce.

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

Benefits

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

- Benefits plans, events and eligibility
- Open enrolment
- 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 helps you to find, engage and select the best internal and external candidates for your organisation.

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

Workforce Planning and Analytics

Workday Workforce Planning and Analytics gives you a complete picture of your talent supply and demand to align your people to your business objectives.

- Operational Headcount Planning
- Supply and Demand Analysis
- Workforce analytics

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 labour costs, minimises 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 labour 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



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