

Workday Human Capital Management™

Change is the one constant in business. Companies grow, merge, consolidate and enter new markets. Workday HCM provides the core system of record enterprises need to manage the full hire-to-retire process for both employees and contingent workers in an increasingly global environment. With Workday, you can align and re-align your organization, workers, and the supporting HR processes in real-time to support the company's strategic objectives.

Staffing

Workday Staffing enables companies to select the appropriate staffing models by organization, track applicants and worker assignments, and manage a worker's entire lifecycle with the company.

- Define staffing type for an individual organization, division, or the entire company. Staffing types include position, headcount, and job management.
- Support for applicant tracking and on-boarding of new employees and contingent workers, making the transition from applicant to new hire seamless.
- Manage the transition of a worker from employee or contingent worker to terminated worker or retiree.

Development

Workday supports an agile and flexible organization model that can accurately model and manage a global, diverse, and mobile labor pool.

- Support for a multitude of organization types—supervisory, costing, company/legal entities, regional, team, matrix, and custom organizations you create.
- Organize and reorganize your workforce in real-time and access up-to-date organization charts for any organization in the business at any time.
- Manage the movement of individual workers between organizations as well as the mass movement of workers that accompanies larger scale reorganizations.
- Quick, easy access from anywhere in the system to worker's qualifications, experience, and work history unlike traditional systems that limit visibility into worker information.

Workday at a Glance:



SaaS Leads to Savings:

Tight budgets are driving enterprises to optimize every dollar spent. SaaS is quickly becoming recognized as a lower cost delivery model for business applications. Because there is no hardware, software, middleware, database or business intelligence tool to buy, install or maintain, SaaS solutions can save money in the short- and long-term over traditional ERP implementations.



Rapid Deployment Is a Reality:

Gone are the elongated implementation and upgrade cycles of the past. Thanks to advanced configurability options, Workday can save time and money by getting companies up and running in weeks, not the standard months or even years many companies experience with traditional on-premise applications.



A Modern Core for Modern Enterprises:

Legacy on-premise enterprise applications leave you running today's businesses on yesterday's technology. ERP applications were built before the Internet transformed business, before business became global, and before the introduction of key governmental regulations. Workday gives businesses an entirely new approach to managing their people, money, and things by transforming a new core and foundation for today's modern enterprise.

Compensation

Workday Compensation allows your company to create, manage, and adjust compensation programs to best suit business demands. Designed specifically for the modern global organization, Workday Compensation consolidates employee compensation across multiple plans and geographies into a single view and enables organizations to reward employees based on performance.

- Manage multiple compensation plans and packages, incentive compensation, special allowances, multi-currency requirements, stock plans, and employee grants via an intuitive, Web-based interface.
- Easily structure and modify compensation packages and configure business rules to assign appropriate compensation to employees.
- Pay for performance by incorporating both individual performance and business performance into compensation decisions.
- Seamlessly tied to Workday Payroll; integrates with leading third-party payroll providers.

Performance

Workday Performance allows companies to manage and automate the performance review cycle and relevant follow-ups to drive a more engaged, productive workforce. Highly configurable and easily adaptable to existing processes, Workday Performance supports a pay-for-performance culture and can help companies more effectively identify, assess, reward, and manage their talent.

- Easily configure the review process, customize and attach evaluation templates, and maintain multiple processes to support the needs of different organizations and departments.
- Establish, track, review, and comment on individual performance goals over the course of the review period.
- Create career plans to help capture individual career goals and interests which assists in future placement opportunities.

- Built-in Business Intelligence allows managers and administrators to get fast insight into process status, top performers, and pay-for-performance matrices.

Benefits

Workday Benefits gives your company the tools to define, manage, and adjust benefits plans to meet your unique business requirements. Workday allows you to manage your organization's benefits elections by setting up benefits plans, providers, and programs while also defining robust eligibility rules that automatically determine employees' qualifications for benefits plans.

- Design and implement any number of benefits plans and employee eligibility to specific plans during open enrollment, life events, or passive events.
- Full spectrum of benefits coverage, including health, insurance, spending accounts, and defined contribution plans.
- Manage workers' elections using open enrollment and life event changes.
- Leverage the Workday Benefits Network, which offers pre-built integrations with benefits providers, to reduce the burden and cost of adding new providers.

Absence

Time off is an important component of an employee's total compensation package. Workday enables companies to create and manage both their accrued time off and leave of absence plans that fit with their business goals and compensation philosophies.

- Use a highly flexible and configurable set of rules to define eligibility criteria, accruals and accrual limits, negative balance limits, carryover allowances, and calculation period schedules.
- Employees can review current and forecasted time-off balances, enter request for and record time-off, and track approvals via Workday's intuitive self-service interface.
- Configurable business processes and rules for approving and routing time-off requests.



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