



## Workday for healthcare organizations.

It's an exciting time for healthcare providers, with new care delivery models, investment in patient and provider experiences, and incentives for value-based excellence. At the same time, clinical talent shortages, supply chain disruptions, and systemic financial pressures require a level of efficiency and agility that challenge even the most successful organizations. Fortunately, there is an enterprise management cloud that delivers the business foundation you need to achieve those goals.

Workday gives healthcare providers across the care continuum the tools to secure and empower clinical talent, improve financial sustainability, boost supply chain resilience, and focus resources on your mission of care.

### Secure and empower clinical talent.

With clinician burnout at an all-time high and an aging population, competition for direct care providers continues to increase. Workday gives you the advantage with tools to optimize resources, minimize turnover, and accelerate onboarding of new employees and contingent workers.

Workday powers a skills-based approach to talent, using AI to help you articulate the skills your organization needs, match talent to opportunities, and recommend development to fill the gaps. You can empower clinical staff to take control of their career path with access to learning and mentors, and also connect workers to open roles, all within Workday.

Workday guides employees through important journeys, such as the transition from ICU nurse to first-time manager. A knowledge base includes answers to common questions, while case management streamlines HR operations.

With Workday, all workers get self-service access to authorized tasks and reports using a native mobile app. And everything from updating certifications and licenses to requesting time off to approving requisitions is faster and easier. Automated workflows combined with anytime, anywhere access means clinicians spend less time on administrative tasks and more time with patients.

Augmented analytics in Workday uses AI to surface hidden gaps and patterns to help you target key areas such as retention risks or candidate diversity. Workday also lets you administer surveys (including ANCC Magnet® questions) and uses machine learning (ML) to analyze employee sentiment at scale. With confidential two-way communication, you can engage your workforce and empower leaders to take action before it's too late.

### Key Benefits

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- Improve nurse retention and employee satisfaction with greater insights
- Reduce costs with better management of source-to-pay cycle
- Increase operational efficiency with automation powered by AI and ML
- Remove friction for clinicians with mobile-first self-service
- Plan, execute, and analyze with one platform for finance, HR, and supply chain

Only Workday delivers the full suite of HCM, talent, and engagement capabilities you need to secure, manage, empower, and retain the right workforce for the future of health.

## Improve financial sustainability.

Increasing costs combined with unpredictable reimbursements and new competition for higher-margin services mean it's tougher than ever to fund your mission of care. Workday combines live financial insights with scalable enterprise operations, so you can get a clear picture, make moves that improve the financial health of your organization, and still ensure quality of care.

Only Workday combines transactions and analytics in a single system, so you get real-time visibility across finance, supply chain, and HR with built-in reports that let you drill into transaction-level details. You can even pull in data from your EMR/EHR and other external systems for blended analytics that track supply utilization and provider productivity with that same level of detail. Even better, you can perform complex allocations directly within Workday to understand your true cost of care and measure service line profitability.

With Workday, you can replace annual budgets with monthly or even weekly forecasts and plans. Unlimited scenario modeling lets you evaluate every possible future and quickly adjust your strategy and resources accordingly. Workday provides the continuous recalibration and flexibility you need to stay ahead of changing CMS guidelines, evolving ACO models, and rising consumer expectations.

Workday automates core functions across finance, supply chain, and HR with configurable business processes that eliminate manual work, reduce errors, and accelerate cycle times. You can even bring in patient revenue cycle data from multiple different patient billing systems and Workday will automatically create detailed accounting. Workday uses AI and ML to flag anomalies in journal entries so you can reduce errors; speed up financial close processes; and make better, faster decisions.

Whether you are managing M&A and associated growth, pursuing joint ventures, or simply looking to boost operational efficiency, Workday provides the industry-specific capabilities you need to execute on your strategy.

## Boost supply chain resilience.

Supply chain management has a direct impact on patient care, so being able to manage risk and adapt quickly is crucial. Workday improves visibility and enhances collaboration so you can handle disruptions and still reach your savings goal.

Workday is easy to use for stakeholders as well as suppliers, driving increased participation and cross-functional teamwork. Streamlined RFx processes increase your capacity while engaging more vendors so you can diversify your supply base. With Workday, faster supplier onboarding lets you quickly access second and third options when your primary source can't deliver. And integrated contract management means you'll never miss a renewal, getting every opportunity to secure better terms.

## Workday Applications

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### Financial Management

- General Ledger and Accounting
- Consolidate and Close
- Audit and Internal Controls
- Expenses
- Grants Management
- Projects
- Accounting Center

### Human Capital Management

- Core Human Resources
- Recruiting
- Talent Management & Optimization
- Learning
- Time and Absence
- Compensation and Benefits
- Payroll Management
- Help
- Journeys
- Peakon Employee Voice
- VNDLY Contingent Workforce Management

### Supply Chain Management

- Strategic Sourcing
- Procurement
- Inventory

### Reporting and Analytics

- Core Reporting and Analytics
- People Analytics
- Prism Analytics

### Adaptive Planning

- Financial Planning
- Workforce Planning
- Operational Planning

### Workday Extend

Workday offers a guided requisition experience that promotes contracted and preferred items for increased compliance, even automatically substituting a preapproved alternate if the selected item is out of stock. ML is used to improve matching and reduce AP cycle times, leaving more time for supplier relationships and analysis.

Unlike competing solutions, Workday includes a native mobile app for supply chain management, making inventory tasks, including PAR management, quick and easy. And because it's all in the same system and all in real time, you have a clear and accurate view of inventory on hand, consumption patterns, and supplier performance to inform decisions around risk.

Workday makes it easier to get the right item to the right place at the right time for the right price so you can deliver quality, affordable care—no matter what is happening in the global supply chain.

### Accelerate value with limited resources.

As a healthcare organization, investments that benefit your patients take priority. But legacy systems might actually be draining time and money away from what's most important. Workday is proven to simplify the tech stack and empower operations leaders so you can refocus your limited resources on work that directly advances your mission.

Workday replaces traditional ERP with a secure enterprise management cloud that helps you drive meaningful outcomes. And our Workday value team can help you first create the business case for change, then measure your results after deployment.

Only Workday delivers flexible frameworks so you can execute organizational changes and adapt business processes at any time. Whether it's accelerating M&A integrations, standing up joint ventures, or accommodating new care models, it's all done quickly and without costly customizations. Easy-to-configure reports and dashboards in Workday provide self-service analytics, using a single shared security model to simplify role-based authorization management. Workday puts an end to clunky workflows and manual reports, giving you more time to focus on digital health, patient experience, and other strategic initiatives.

With our proven track record of on-time, on-budget deployments, Workday lets you achieve faster time to value. All Workday customers are on the same version of the software, so it's easy to collaborate with peers to solve new industry challenges. And with innovation in every release, you get more for your money each year.

With Workday, you get a platform, a partner, and an ecosystem that delivers quantifiable value early and often.

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Ranked #1 for ERP and Talent Management by KLAS Research for the sixth year in a row.



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