

## Unlock unrivaled business adaptability for human resources with AI and machine learning.

AI and machine learning (ML) have been transforming every aspect of human resources (HR) for over a decade, and are now critical components to any organization's success. Used correctly, AI and ML can solve complex business challenges, such as disjointed data, skills shortages, rising attrition, and increasing operational costs.

According to the [Workday "AI IQ" global study](#), almost 98% of business leaders are in the process of implementing or exploring AI and ML within their organizations, and 73% feel pressure to increase AI and ML adoption.

With almost a decade building and delivering AI and ML, Workday is the only enterprise cloud HCM to provide human-centric intelligence at the core of its platform. Purpose-built for people and HR leaders, Workday enables confident decision-making, personalized experiences, and data-driven insights for a more engaged and productive workforce.

### Built for long-term and strategic thinking.

Workday uses AI and ML to elevate human capabilities across HR by prioritizing business use cases and problems that matter the most to customers. The Workday platform-first approach ensures AI and ML are embedded within its core applications technology, providing a uniform data model, robust security framework, and seamless user experience. Keeping humans in control of its technology, Workday ensures that people are always the final decision-makers.

The AI and ML decisions that Workday makes are for future-proofing HR and providing competitive advantages for customers with innovation to meet dynamic business objectives.

### Real business value with AI and ML.

#### Increase worker efficiency.

Save valuable time and reduce repetitive work by automating manual tasks with greater accuracy across demand management, frontline manager experience, planning, and scheduling. The built-in anomaly detection in Workday helps reduce errors and improve worker productivity by alerting managers or finance and operational planning users of possible errors.

#### Key Benefits

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- Increase worker efficiency
- Optimize business outcomes
- Utilize talent and skills
- Empower the workforce

#### Key Capabilities

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- Surface anomalies
- Highlight trends
- Uncover insights
- Automate tasks
- Schedule intelligently
- Develop skills-based people strategies
- Upskill and reskill workers
- Redeploy and hire new talent
- Personalize the worker experience

#### Workday Applications

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- Core HCM
- Skills Cloud
- People Analytics
- Peakon Employee Voice
- Help
- Learning
- Recruiting
- Labor Optimization
- Scheduling
- Time Tracking
- VNDLY
- Talent Optimization
- Workforce Planning
- Prism Analytics

**Optimize business outcomes.**

Enjoy greater flexibility and efficiency with prioritized insights across engagement, hiring, organization composition, skills, diversity and inclusion, attrition, and talent. Streamline decision-making with meaningful trends and holistic insights to gain faster data analysis capabilities that inform confident decision-making with intelligent reporting, forecasting, and benchmarking.

**Utilize talent and skills.**

Build an agile workforce with Workday Skills Cloud to hire and retain top talent using skills-based people strategies with an industry-leading skills intelligence foundation. Upskill workers with internal mobility tools, and redeploy and hire with ease using organizational skill sets. Make data-driven decisions on whether to hire or acquire talent externally, or grow talent internally.

**Empower the workforce.**

Personalize the worker experience and deliver tailored learning, alongside skills matching and suggestions that elevate skills and bolster employee engagement across moments that matter. Workday enables you to develop informed, confident leaders by providing them with data-driven insights and analytical tools to make important decisions that help improve productivity and create a more engaged workforce.

To learn more about how Workday AI and ML can help your organization, visit: [workday.com](https://workday.com)

**Resilient system of capabilities.**

AI and ML are embedded throughout and not bolted on, providing a secure and flexible HCM solution of choice that 10,000+ customers rely on.

**Relevant and actionable insights.**

Using the cleanest and best-structured HR-specific datasets to train the AI and ML models, insights are in line with your business needs.

**New use cases, faster.**

Workday has the infrastructure to rapidly deliver and integrate new technology as it emerges, and can guide customers through the process.

**Ethical and responsible AI.**

Workday believes in AI regulation and responsible innovation. Workday advocacy work helps shape regulation in this space.



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