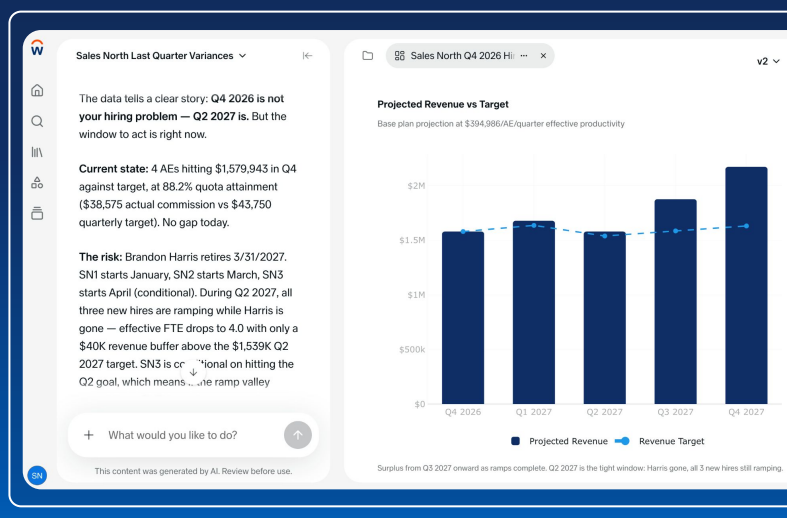
Workday Decision Intelligence

Answers are easy. Decisions should be, too.

From signal to approved action — one governed decision layer across your enterprise.

10 min
Variance-to-reforecast, down from 2–5 days

10,000x
More scenarios tested per cycle



The decision engine for the system of record

Workday Decision Intelligence turns trusted enterprise data into governed action and measured outcomes.



How Decision Intelligence helps Finance and HR

Finance

Explain the Variance
Decompose plan versus actual by price, volume, and mix to find the real driver.

Stress-Test the Forecast
Compare scenarios with transparent assumptions, then write the approved plan back.

Run the Flux Analysis
Investigate account movements by entity, cost center, and period for the close.

Trace Every Number
Drill down from any reported figure to the journal line and source transaction.

HR

Close the Workforce Gap
Size supply, demand, and skills gaps, then choose hire, build, borrow, or automate.

Model Org Design and Cost
Compare structures across cost, spans, layers, and capacity before committing.

Get Ahead of Attrition
Surface where retention risk is building in critical roles and rank interventions by cost.

Plan Human and AI Capacity
Test where automation frees capacity and the workforce choices that follow.

Visit us at **workday.com/adaptive** to learn more.

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