

Workday Core Human Capital Management

The future is unpredictable and businesses must pivot to stay competitive. Yet HR leaders are often buried in manual work while employees get lost in a maze of outdated tools. When pay, benefits and career growth live in silos, organisations lose sight of the whole person, creating a hidden talent drain and compliance risks. To adapt effectively, you need the right foundation – one where you can trust the data, make better decisions, and move quickly without technology slowing you down.

Workday Core HCM delivers a powerful, scalable foundation built for organisations of all sizes. Unlike fragmented legacy systems, Workday empowers you to manage your people, processes and rewards with a unified, AI-enabled core. Workday enables you to master the hard stuff – from complex retroactive changes to global compliance – delivering operational agility and a modern experience that changes the focus from clicking to asking.

Build your future on foundational excellence

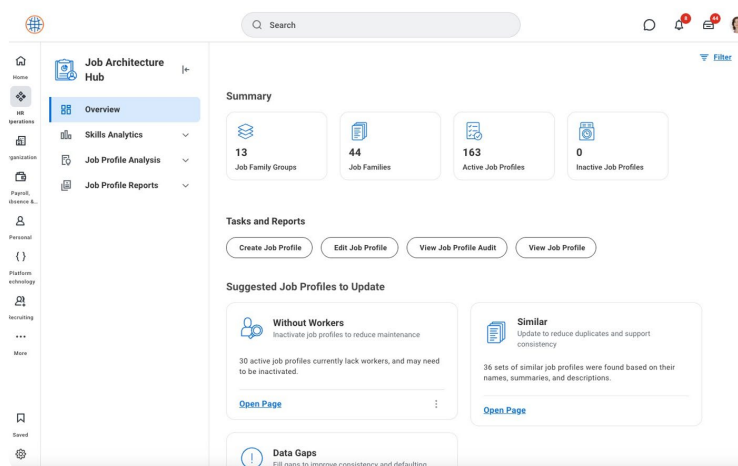
Workday Core HCM is an intelligent backbone, empowering you to adapt staffing models and visualise business structures. It manages complex compliance and privacy, ensuring your foundation remains secure as you scale. We streamline data management so your team can focus on strategy, not administration. By managing resources, assets and third-party integrations alongside your people, you gain a holistic view of your entire organisation.

Key Benefits

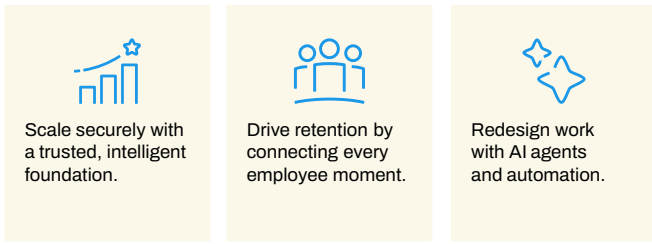
- Build a scalable foundation that ensures trust in your data
- Free your team from administrative work to focus on strategy
- Connect every moment of the employee journey to drive retention
- Redesign work with AI agents and intelligent automation
- Adapt quickly to change with a flexible, intelligent backbone

Features

- The New Workday Experience
- Core HR
- Compensation
- Benefits
- Absence Management
- Onboarding
- Org Studio & Mass Actions
- Asset Tracking
- Cloud Connect for HCM



Intelligently manage, clean and scale your job architecture centrally.



Scale securely with a trusted, intelligent foundation.

Drive retention by connecting every employee moment.

Redesign work with AI agents and automation.

Unlock growth by reimagining talent and rewards

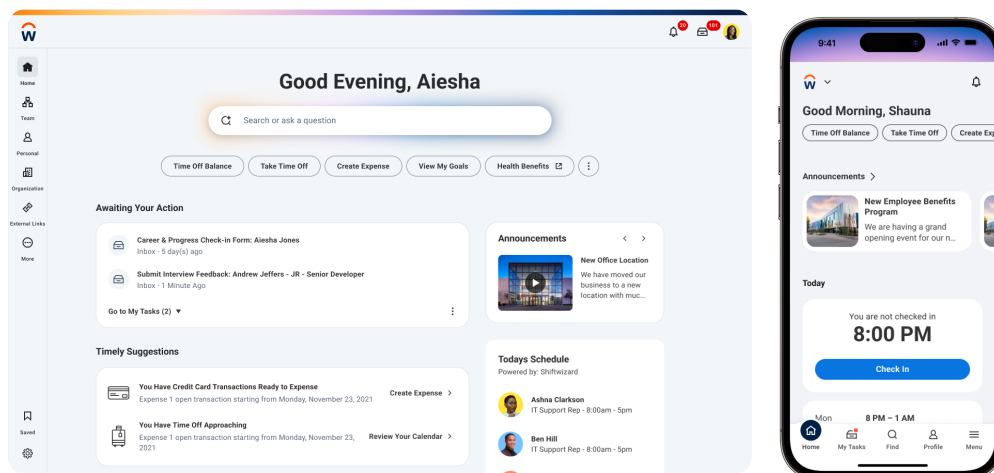
High performers leave when they feel undervalued. Workday connects the disjointed moments of the employee lifecycle into a seamless, consumer-grade experience. From onboarding to total rewards, we enable you to craft competitive packages and personalised journeys that drive equity, retention and growth.

By unifying compensation, benefits and wellbeing, you create a culture where people feel valued. Workday uses the Skills Cloud to transform static worker data into a dynamic foundation, empowering you to identify pay inequities and reward performance using real-time wage intelligence. This holistic strategy turns your organisation into a destination for top talent.

Redesign work with AI by your side

Traditional automation often just speeds up broken processes. Workday dials up productivity by eliminating the daily grind of manual tasks. Our search-first interface delivers instant answers, while AI agents and intelligent automation handle high-volume changes and eligibility rules in the background.

This approach empowers managers and HR teams to reclaim their time. Intelligent automation handles your most complex processes – from retroactive data corrections to high-volume mass actions – freeing your team from the burden of manual adjustments. Furthermore, streamlined scheduling and hiring tasks enable frontline and office managers to shift their focus from administration to their people. With Workday, you aren't just managing work; you are reimagining it with intelligence by your side.



New, intuitive Workday homepage with elevated look and feel for search and key components.

Core Capabilities

Core HR	Support global staffing, worker information and lifecycle management in one system.
Org Studio & Mass Actions	Visualise reorganisations and execute high-volume staffing changes at scale.
Job Architecture Hub	Intelligently manage and optimise job profiles to confidently scale.
Skills Cloud	Manage your skills landscape to build a future-ready workforce.
Onboarding	Engage new hires with visual progress indicators and helpful contacts.
Compensation	Craft competitive packages and address pay inequities to reward performance.
Benefits Administration	Define plans and automatically determine employee eligibility rules.
Absence Management	Enable workers to request, correct and cancel time off via mobile.
New Workday Experience	A search-first interface that bypasses complex navigation to deliver instant, actionable answers.
Intelligent Automation	Streamline eligibility rules and business processes to eliminate manual work.
Asset Tracking	Track and report on business assets assigned during key lifecycle events.
Cloud Connect for HCM	Extend functionality with prebuilt integration templates for third-party apps.

To explore how Workday Core HCM can empower you to build a foundation for the future, please visit workday.com/corehcm