

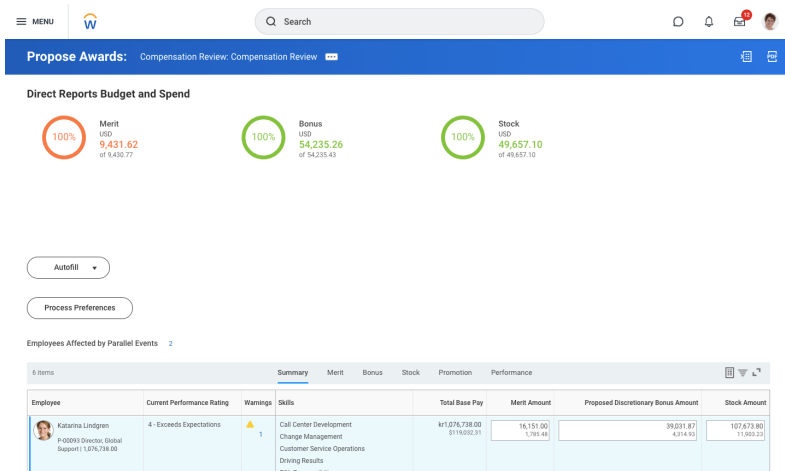
Workday Compensation

When compensation data is spread across multiple systems, it creates visibility gaps, forcing you to make financial decisions based on limited external data. Without a unified view, you cannot accurately model the cost of a raise or a reorganisation, leading to unpredictable budgets and a lack of trust between HR and finance leaders.

This disconnect doesn't just impact your bottom line – it ripples through your workforce because when leadership lacks visibility, so do employees. High performers leave when they feel undervalued; if they cannot see their total value, you lose your best people to competitors offering more transparent total rewards. Managing cycles manually – balancing merit, pay equity and shifting wage laws – slows strategy and exposes costly errors.

Drive growth with intelligent compensation

Workday Compensation moves you from reactive administration to becoming a proactive C-suite partner. We provide a scalable foundation where compensation dollars are pre-validated against live budgets, empowering you to drive global compliance and complex cost modelling in real-time. Turn compensation into a retention engine that rewards impact.



Streamlined dashboards provide real-time visibility into team budgets and spend.

Key Benefits

- Drive retention by connecting pay directly to employee value
- Predict financial impact with real-time compensation modelling
- Centralise global oversight with unified survey and staffing data
- Ensure global compliance with proactive, Workday AI-driven risk monitoring
- Drive accuracy with automated mass actions

Key Features

- Manage stock grants and one-time payments as independent events
- Define estimated earnings, custom configurations and simulate compensation changes
- Analyse pay equity across HCM data sources and monitor demographic equity issues
- Manage compensation grades and automate step progressions
- Configure compensation packages and profiles
- Track compensation events during staffing processes
- Store and report on compensation survey data
- Define eligible earnings for bonuses and associated time periods
- Monitor and manage compensation reviews with validation rules.
- Create matrices to determine merit increases and bonus targets
- Support multiple award types in compensation processes
- Review targets and manage award pools with proration rules
- Configure rules for employee eligibility in compensation reviews
- Perform bulk updates and data imports
- Create and manage compensation review models



Manage global survey and staffing data in one place



Drive retention by aligning pay with employee value



Prevent errors at scale with AI-driven monitoring

Turning compensation into a strategic financial lever

Accurate compensation decisions unify HR and finance. Workday ensures pay decisions are always grounded in real-time financial data and pre-validated against live budgets. You can model “what-if” scenarios directly against your general ledger, ensuring you never overspend while staying competitive in the market.

Rewarding impact to drive growth and retention

To keep your top talent, you need a reward strategy that recognises the full value and future potential of every employee. Personalised total rewards statements showcase your total investment, while pay equity insights from AI provide fairness during the merit process. By surfacing skills alongside performance, managers can reward employees for their unique impact and foster long-term growth.

Anticipating risk with automated agility

Reduce risk across your organisation by moving beyond the manual errors of spreadsheet maintenance. AI delivers the massive scale required to execute your most complex compensation cycles, with the intelligence to proactively surface potential pay and regulatory risks for review. Actionable insights provide clarity into wage and pay patterns, while core automation handles the heavy lifting, reducing the manual grind of data validation.

The screenshot displays the Workday compensation review process. On the left, a navigation sidebar shows 'Request Compensation Change' for Andrew Walton, a Tax Accountant. The main content area is titled 'Benchmark Summary' and includes a 'Market Benchmark' section powered by Compa, showing 25th and 75th percentile salaries. Below this are sections for 'Salary', 'Merit', and 'Bonus', each with a table of assignments and effective dates.

Plan Name	Assignment Details	Effective Date
Salary	117,048.00 (USD Annual)	04/01/2025
Merit	3.00% Annual	01/01/2025

Workday embeds real-time market benchmarks from Compa directly into the compensation review process.

Core Capabilities

In-Flight Cost Modelling	Explore the precise financial impact of changes before they are finalised to maintain comprehensive alignment with corporate budgets.
Market Intelligence	Embed real-time market benchmarks via Compa and Workday Wage Intelligence to model promotion costs accurately.
Holistic Total Rewards	Generate real-time Total Rewards statements that visualise your full investment – from equity to bonuses and perks – showing employees their true value to the company.
Proactive Pay Equity	Workday embeds equity insights directly into the compensation cycle. Managers explore “pay vs. peers” comparisons in real time, delivering fairness into the process.
Skills in Context	To support decisions, Workday surfaces skills alongside performance ratings – equipping managers to consider an employee’s broader capabilities when granting awards.
Intelligent Guardrails	Equip managers with real-time guardrails and AI to flag pay anomalies and reduce the risk of bias before awards are finalised.
Retroactive Event Manager	Automatically manage complex historical adjustments to ensure compensation remains accurate and supports business agility.
Automated Mass Actions	Automate high-volume changes and eligibility rules to streamline updates and reclaim time for HR teams.
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 reduce manual work.
Cloud Connect for HCM	Extend functionality with prebuilt integration templates for third-party applications.

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