

# Workday Human Capital Management for Energy and Resources

Companies that support the energy value chain rely on complex technologies to manage assets and to discover, extract, service, refine, and transport new sources of fossil fuel. But many energy companies have antiquated HR systems to cope with the global workforce employed by this heavily regulated industry.

A global business must react constantly to shifting market demands and it needs immediate access to its current workforce data. If a company lacks visibility into its global workforce, its ability to plan for sudden changes that affect worker mobility and capacity is limited. Acquisitions, organic growth, and cost optimisation require quick and meaningful business decisions, based on the total workforce available, to enable companies to rise above the competition.

Workday Human Capital Management (HCM) offers a true departure from older HR systems. Energy companies competing in a global marketplace should consider the following questions:

- Can you find and source workers – whether internal, external, or contingent – in a single application?
- Can you assign workers to an asset team in minutes or hours?
- Can you assess competencies, availability, project, and work experience in a single application?
- Can your workers and managers conduct transactions or tag hours to projects from mobile devices while they are in the field?
- Can you easily analyse crew profitability or safety performance at an asset or project level at any time?
- Can you anticipate future need for critical positions to support growth or selectively staff assets to mitigate cost?
- Can you easily track and audit your workforce across assets and geographies to prevent labour overspend?

## Key product areas

### Workday Human Capital Management Suite

- Human Resource Management
- Workforce Planning
- Recruiting
- Talent Management
- Compensation
- Global Payroll Management
- Time and Absence

## Key benefits

- Understand your entire worker cost at a project, AFE, or asset level, including contingent labour
- Source, onboard, and assign workers at an accelerated pace globally
- Access competencies, tenure, asset experience, and performance
- Empower field workers and business leaders with self-service
- Configure the system and iterate without additional support for specific business needs
- Act at the point of decision with labour cost and quality insights in hand

## Human Capital Management

Workday HCM is built from the ground up for the cloud. It is the only global enterprise application that combines human resources, talent management, payroll, time and attendance, recruiting, and workforce planning in a single, natively mobile system. Workday provides in-the-field access to critical applications for remote workers, whether they are in-country, offshore, or in some out-of-the-way region. Our single data and analytics model offers unparalleled visibility into workforce planning.

### Human resource management

The intuitive self-service capabilities of Workday HCM help you recruit, staff, and pay your global workforce, from full-time and part-time to contingent and seasonal workers. You can onboard new workers into assets or projects, meeting field operations needs and HR compliance requirements. As business circumstances evolve, changes are updated in real time in Workday. Companies can achieve global consistency even with comprehensive organisational changes, matrix reporting, worker assignments, or reporting priorities, accounting for local variation and regulatory requirements without customisation. Embedded governance, risk, and compliance – with auditability to a field level – further reduces risk and liability.

The Workday compensation and absence features accommodate multiple market surveys and various absence and leave types, with packaged integrations to providers for ease of maintenance.

Workday Talent includes tools for goal, performance, and succession management. It improves the ways you can manage, develop, align, and reward your employees. The tools allow HR and operations to partner effectively with accurate, real-time insight into the performance, skills, competencies, certifications, safety, and development needs of the workforce.

## Recruiting

Workday enables you to find skilled and mid-skilled workers in your talent pool – whether internal, external, retirees, or contingent – from a single application. This information is accessible to recruiters and candidates anytime, anywhere from mobile devices.

### Payroll solutions

Workday Payroll is designed to address the full spectrum of enterprise payroll needs globally. Workday solutions in the US, Canada, the UK and France are bolstered by our pre-built payroll-provider integrations that leverage Workday Cloud Connect for Third-Party Payroll.

### Time tracking

Workday Time Tracking lets workers check in and allocate time worked from any mobile device or web browser. This data is logged to a global organisation, project, AFE, customer, asset, or completions phase using worktags to precisely associate cost.

### Project management

Workday allows insight into project resources and team assignments by seamlessly connecting the worker record (credentials, experience with asset or position, competencies, and so on) to the project requirements, activity, and capacity.

### Workforce planning

Workforce Planning unites the HR record with the resourcing of a project, allowing you to assign workforce teams with a complete understanding of the cost of work and the resources needed or available for that project.

### Actionable analytics

Organisations can use Workday analytics to combine Workday data with multiple non-Workday data sources. You can import safety incidents, project revenue, asset downtime, or other financials data and understand operations trends whether current or predictive.



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