

Workday Compensation

Workday Compensation provides tools for making optimal decisions across the organisation – from crafting competitive packages to attract the best talent, identifying and addressing pay inequities and rewarding employees for outstanding performance. Our Workday Compensation and Workday Advanced Compensation products help teams elevate compensation to a more strategic process, empowering employees and key stakeholders in their compensation planning initiatives.

Workday Compensation

Make better decisions

- **Dashboards and reports:** Provide rich insights to executives, managers and administrators with dashboards and reports that they need for comprehensive analysis. Managers can use real-time data to seamlessly initiate compensation-related events such as new hires, transfers, promotions and terminations. They can identify top performers and ensure they are being recognised for their contributions.
- **Surveys and benchmarks:** Whether you are bringing in survey data or using Workday benchmark data, administrators have the tools to navigate market dynamics. Driving innovation in compensation, Workday makes it easier to work with survey data. You can match your organisation's job profiles with survey jobs for easier survey submission, load compensation survey results directly into Workday and easily apply weights and aging factors to create compensation benchmarks for all job profiles.
- **Pay equity discovery board:** Compare compensation across employee groups and surface any pay gaps so you can address them. The configurable dashboard enables compensation comparisons by gender, ethnicity or other variables to help drive greater pay equity across the organisation.

Key Benefits

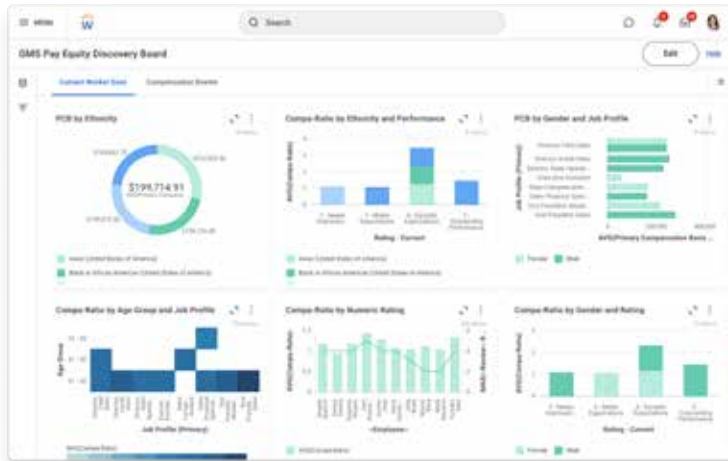
- Make better decisions based on real-time data
- Create more equitable and competitive compensation packages with compensation benchmarks
- Provide employees with transparency through total rewards statements available on demand

Key Features

- Compensation analysis tools
- Collaborative compensation review
- Compensation benchmarks
- Pay equity dashboards
- Total rewards statements
- Executive compensation

Results

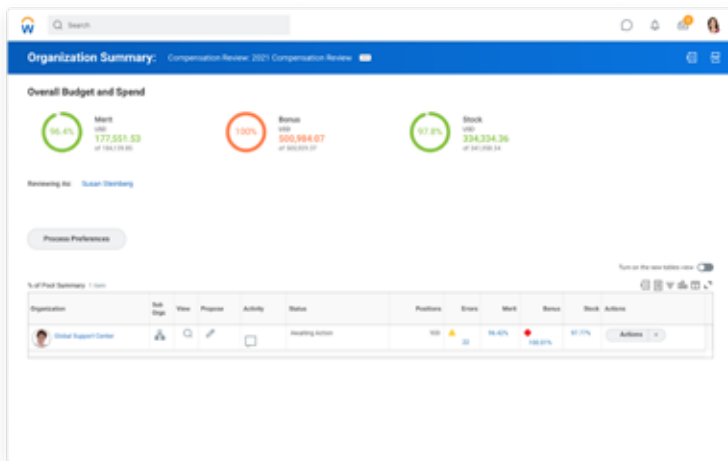
- Reduce end-to-end compensation planning cycles
- Retain employees with a data-driven pay-for-performance model



Pay equity discovery board

Configure quickly and easily

- **Compensation plan creation:** Develop custom compensation plans based on a wide variety of data. Ensure consistency with eligibility rules, including global, salary, hourly, unit salary, period salary, allowance, unit allowance, merit, bonus, commission, stock, long-term cash, future payment, one-time payment and multiple one-time payment plans.
- **Compensation package development:** Combine plans, grades and grade profiles to provide comprehensive package options. Worker movement in Workday automatically triggers plan adjustments, driven by eligibility rules you configure.



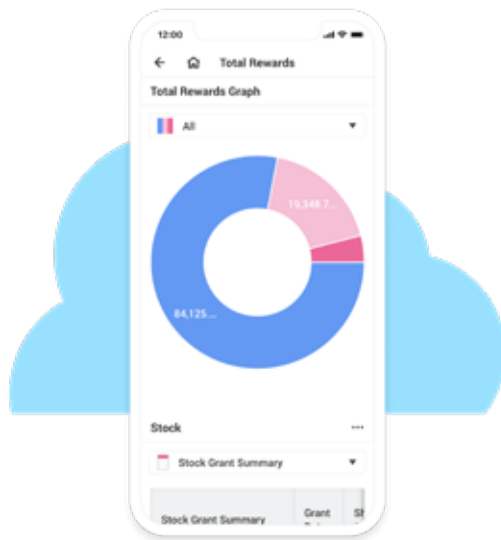
Compensation planning process

Workday advanced compensation

Engage, reward and retain talent

- **Pay for performance:** administrators can create award budgets and distribute budget pools to managers so they can recognise their outstanding performers. Relevant, contextual information – such as market survey data, talent data and virtually any data in Workday – can be provided to inform compensation decisions.
- **Seamless coordination of events:** with one system for human capital management and compensation, there's no need to reconcile data or worry about ineligible participants in the planning process. Workday automatically considers all parallel processing rules, reducing complexity and manual effort.

- **Increased visibility:** managers can view their award pool budget alongside worker data. Warning notifications drive consistency and ensure budget controls.
- **Efficient and collaborative planning process:** a configurable grid allows for simpler setup and a smoother employee experience.
- **Promote transparency:** provide employees with a comprehensive breakdown of their compensation and benefits packages with configurable compensation and total rewards statements.



Total rewards statement

To explore how Workday Compensation can streamline your compensation processes, visit: workday.com/compensation

Services and support for successful outcomes

With Workday, you're never alone. We offer deployment services, training, support and continuous innovations to help you use our applications. Because each customer has different requirements, resources and goals, we've designed our services to meet a variety of needs and learning styles to help you realise your desired outcomes in today's changing world.

Our commitment to your success doesn't end with a smooth deployment. As a Workday customer, you're part of a powerful community of teams, expert partners and one of the most collaborative peer groups within the industry. From self-service resources and shared best practices to education and 24/7 support, you're empowered to get the most out of Workday today, tomorrow and every day.

With Workday, there's no limit to what you can achieve.

For more information, visit: workday.com/cx



Workday | Phone: +44 (0)20 3318 2336 | workday.com/uk

© 2023. Workday, Inc. All rights reserved. Workday and the Workday logo are registered trademarks of Workday, Inc. All other brand and product names are trademarks or registered trademarks of their respective holders. 20230203-workday-compensation-datasheet-ENUK