

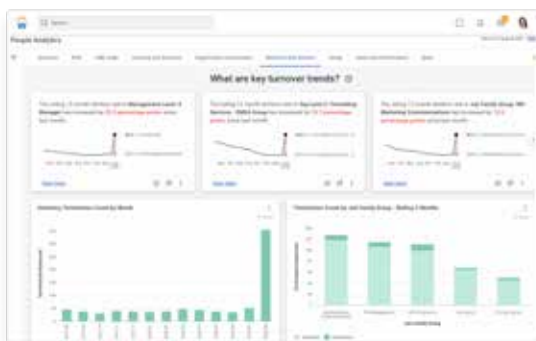
Workday People Analytics

HR and people analytics leaders are now responsible for shaping workforce strategy amidst a continuously evolving business landscape. They are being asked to provide actionable insights for proactive decision-making by exploring how workforce data is impacting business outcomes. Limited resources, data overload and outdated information make it challenging for most HR teams to keep up with today's pace of change.

To make data-driven and strategic decisions, HR teams need access to scalable technology solutions that give them meaningful and trustworthy insights at their fingertips. HR needs to quickly identify levers for current and future growth across key priorities – whether that's upskilling, driving retention, fostering belonging or accelerating career growth. By adopting a data-driven HR strategy, organisations can focus on problem solving and driving strategy by automatically aligning data with business goals.

Make better people decisions faster

Workday People Analytics enables organisations to make better people decisions faster with augmented analytics, helping you tackle the most pressing data challenges with dynamic prioritisation, automated storytelling and strategic decisions.



Powered by Augmented Analytics

Empower business leaders with dynamic and prioritised insights

With access to so much data, it becomes difficult to focus on and prioritise what will help deliver the biggest impact. Workday People Analytics helps you cut through the clutter with dynamic, prioritised insights. You can provide personalised insights based on relevant access rights, dig deeper into data with drag-and-drop visual data discovery and share comprehensive analyses with other stakeholders.

Key Benefits

- **Dynamic prioritisation**
Surface personalised insights that highlight top drivers, risks and opportunities that change dynamically
- **Automated storytelling**
Gain clarity with easy-to-understand, auto-generated narratives to build a unified story
- **Strategic decision-making**
Uncover hidden insights and trends to make proactive decisions, fast

Key Features

- Self-service application with built-in security, data integrity and compliance
- Tailored insights across key HR focus areas with personalised user experiences
- In-depth analysis with data details using discovery boards and slides

Results

- Reduced time spent on data management
- Faster, more proactive decision-making
- Improved business outcomes

Enhance clarity and make analytics consumable for all

Some business leaders face challenges in determining the best use of data to effectively deliver business outcomes. By leveraging AI and machine learning technology, Workday People Analytics generates automated narratives for trends, KPIs and metrics so you can share what's happening across the business. It eliminates multiple interpretations of data by using standardised definitions and metric calculations, as well as stories, visualisations and trends across the entire employee lifecycle.

Make informed decisions with speed

Slicing and dicing data to extract relevant insights can drain an organisation's time and resources; for example, HR analysts might get stuck in a reactive cycle responding to ad hoc requests and miss out on key information. Workday People Analytics helps you uncover hidden patterns and targeted insights by asking the right questions and providing leaders with meaningful insights for fast and effective decision-making. Automated data discovery ensures you have more time to focus on strategic tasks instead of combing through data to find what you need.

Deliver on mission-critical business priorities

Workday People Analytics surfaces key insights across six focus areas in one place to help you better understand your workforce:

- Hiring
- Organisational composition
- Skills
- Diversity and inclusion
- Talent and performance
- Retention and attrition

Hiring

Identify opportunities to improve the recruitment process and illuminate bottlenecks within the current hiring process. Analysing your people data through a hiring lens leads to more competitive offers that win candidates. You can also drill deeper into your offer acceptance rate, referral hire rate, average time to hire, candidate diversity, hiring source overview, challenging roles to fill, key trends in hiring, recruitment process efficiency opportunities and offer decline rate.

Organisational composition

Uncover trends in headcount movement to capture hires, transfers and terminations. For example, you may see an exceptional flux in transfers out of your organisation or a spike in terminations. You can also gain insights about span of control, average tenure, promotion rate, headcount footprint, organisational depth in layers, average time to promote, promotion gaps and internal movement trends.

Skills

With the power of the Workday Skills Cloud, you can better understand the current skill set of your workforce with intuitive visualisations of top skills categories across management levels and job families. Quickly address talent gaps and prioritise the best opportunities to upskill your workforce with average gap and match scores.

Diversity and inclusion

Get insights across different intersections to elevate the employee experience companywide in terms of gender, ethnicity and generation. You can analyse representation, promotion rates and compensation to help identify opportunities for improvements. The Workday VIBE Index™ enables organisations to holistically measure and benchmark diversity, equity, inclusion and belonging metrics.

Talent and performance

Discover new ways to develop your workforce and identify what employees need to foster their career growth and boost overall performance. Identify areas within your organisation that show variances of high performers deviating from the historical norm. Other analysis categories include high-potentials rate, high-potential voluntary attrition rate, high-performer voluntary attrition rate, performance rating overview, compa-ratio overview, hiring sources of higher performers, high-performers attrition gap and key talent trends.

Retention and attrition

Gain a deeper understanding of why your workers leave – and what you can do better to keep them. Learn the workforce turnover trends that are negatively impacting the overall attrition rate. For example, you can identify areas within your organisation that have a high churn rate and dive into the reasons why, and then use these insights to develop a stronger retention strategy. In addition to attrition rates and gaps, you can also examine voluntary attrition, new-hire retention, terminations by reason, termination type by quarter, termination by compa-ratio, key turnover trends and retention gaps.

To explore how Workday People Analytics can help you drive better business outcomes, please visit workday.com

