

Workday Resource Scheduling

Workday Resource Scheduling is a product designed to solve the primary operational challenge for professional services firms: efficiently matching the right people to the right projects at the right time. Workday Resource Scheduling provides a native experience that connects project demand (opportunities and projects) with supply (workers) to improve resource utilisation and drive project excellence.

Professional services firms frequently grapple with low utilisation, margin compression, operational bottlenecks, execution risk, talent mismatch and attrition. Workday tackles these challenges head-on:

- Workday enables firms to maximise workforce utilisation and protect against the risks of talent mismatch and attrition.
- Workday accelerates your project delivery by eliminating operational friction in the staffing process.
- Workday drives client satisfaction and minimises project overruns by consistently matching top talent to your most critical project roles.

Margin mastery and improved utilisation

Using an optimised engine and real-time data, Workday proactively matches people to projects to ensure optimal project-resource fit and costly “bench time” is minimised. Professional services firms can achieve higher utilisation, protect margins and ensure project excellence by successfully matching the right talent to critical roles. By connecting people, projects and financials within a single, unified workflow, it provides real-time visibility into utilisation. Ensure every project not only succeeds but also maximises value, turning better talent matching into greater financial performance.

Operational agility and accelerated delivery

A centralised staffing system provides managers with an all-in-one demand view, drastically reducing the time-to-staff from weeks by using spreadsheets and emails to mere minutes. Furthermore, the product offers strategic visibility by proactively showing who is rolling off projects in the near future, which enables faster deal confirmations and ensures your firm can maintain continuous, proactive staffing.

Key Benefits

- Improve resource utilisation and protect margins by valuing your internal workforce.
- Accelerate the project lifecycle by removing operational bottlenecks in the staffing process.
- Ensure high client satisfaction and minimise project overruns by matching the best talent to critical roles.

Key Product Areas

Human Capital Management

- Skills and competencies
- Performance management
- Time and absence
- Recruiting

Professional Services Automation

- Resource management
- Utilisation management
- Project forecasting
- Project monitoring and profitability
- Services quoting

Empowering project excellence

With a best-in-class engine, Workday ensures refined matching by recommending the right person for the right role based on complex attributes such as specific skills, expertise and fit, locations and languages. This capability is powered by accessing rich, real-time worker data natively from Workday HCM, creating enriched talent profiles that staff projects based on expertise rather than just immediate availability. The result is enhanced engagement, where matching talent to projects aligned with workers' skills and career ambitions equips firms to attract and retain top performers while delivering superior results to clients.

Core Capabilities	
Smart Matching	Instantly displays a list of worker matches based on requirements pulled from the resource plan, factoring in skills, certifications, languages, availability and more.
Notes	Associates public or private notes at the project, demand line or individual worker level to inform scheduling decisions.
Bookmarking	Bookmarking or favouriting workers for a role to ensure they surface to the top for each reference.
Scenario Scheduling	What-iffing a worker's workload by toggling projects on and off to view scenario scheduling options.
Workload Trend Visibility	Allows managers to see how resources are trending over weeks or months.
Conflict Resolution	Managers can toggle conflicts on and off for scheduling clash resolution.

To learn more about how Workday Resource Scheduling maximises workforce value, protects margins and accelerates the project lifecycle to drive quality delivery, visit [Workday.com/resourcescheduling](https://workday.com/resourcescheduling).