



# WORKDAY HCM

# EXTENDED PROFILE



## OVERVIEW

Workday HCM is a unified suite of HR and talent management functions, with Workday's Cloud Connect integration functionality, Workday HCM can be combined with Workday Payroll Management to form an integrated HRMS.

Workday HCM and Payroll Management provide tailored solutions for industries including financial services, healthcare, and life sciences, higher education, manufacturing, retail and hospitality, services, government, and technology.

Workday HCM functionality can be accessed by employees and managers through self-service portals, allowing them to access the information they need about people's performance and work. This self-service access is complemented by mobile access to the HRMS - available to any web-enabled mobile device. Mobile access to the HRMS is also provided by native applications on the iPhone and iPad, and with Workday 19, a native Android application is now available.

Analytics and reporting for Workday HRMS metrics are accessible through targeted real-time dashboards and pre-delivered reports.



## SOFTWARE SPECIFICATION

<b>OVERVIEW</b>	
PRODUCT NAME	Workday HCM
<b>SOFTWARE FEATURES</b>	
ABSENCE MANAGEMENT	✓
BENEFITS ENROLLMENT	✓
COBRA	✗
COMPENSATION	✓
COMPLIANCE	✓
DISCIPLINARY ACTION	✗
EMPLOYEE SELF SERVICE	✓
FMLA	✗
HEALTH & SAFETY	✗
MANAGER SELF SERVICE	✓
ON & OFF BOARDING	✓
PAYROLL	✓
PERFORMANCE MANAGEMENT	✓
	✓

RECRUITMENT	
REVIEWS	✓
SOCIAL NETWORKING	✗
SUCCESSION MANAGEMENT	✓
TIME & ATTENDANCE	✓
TRAINING & SKILLS	✓
VACATION & SICK LEAVE	✓
WORKFLOW	✗
WORKFORCE ANALYTICS	✓
TRAVEL & EXPENSES	✗
<b>ORGANIZATION SIZE</b>	
ENTERPRISE (1000+ EMPLOYEES)	✓
MEDIUM (251-1000 EMPLOYEES)	✓
SMALL (1-250 EMPLOYEES)	✗
<b>PLATFORM</b>	
CLOUD	✓
INSTALLED	✗
<b>PRODUCT INFO</b>	
MODULAR	✗
MULTI LANGUAGE	✓

MULTI CURRENCY



CUSTOMIZABLE



FURTHER INFORMATION

# SOFTWARE SCREENSHOTS

All About Me My Team Workbench My Workday 2.0 Dashboards

**Workfeed - 12 Item(s)**

- Merit Process: Consolidated Merit/Bonus/Stock**  
9 hour(s) ago - Due 04/21/2012
- Merit Process: Consolidated Merit/Bonus/Stock for Global Support Center**  
19 hour(s) ago
- Update Profile: 2012 Career Vision - Pedro Santiago**  
22 hour(s) ago - Due 04/25/2012
- Birthday Alert**  
4 day(s) ago
- Anniversaries Alert**  
4 day(s) ago
- Expiring Certifications Notification**  
4 day(s) ago
- Contingent Worker Contracts Ending Soon**  
4 day(s) ago
- Workers to Watch**  
8 day(s) ago

**Goal Setting 2012: Robert Hsiao - Set Content**

**Talent Matrix - Performance By Potential**

Performance	Exceeds	Workers <b>0</b>	Contributors <b>33</b>	Consistent Star <b>33</b>
	Meets	Blocker <b>15</b>	Key Performer <b>71</b>	Emergers <b>20</b>
	Below	Detractors <b>9</b>	Placeholders <b>15</b>	Latents <b>2</b>
		Low	Medium	High
		<b>Potential/Agility</b>		

Not Shown: 74  
Total: 272  
[View More...](#)

**Top Ten Suppliers**

- Deutsch
- Alliance Business Centres
- Grant Thornton LLP
- Hewlett Packard
- Federal Realty
- Bell Canada
- Corporate Express
- Global Movers
- Dell

Total for Amount: \$737,516

Supplier	Total	
	Amount	Percent
Deutsch	\$296,679	40.2%
Alliance Business Centres	\$124,945	16.9%
Grant Thornton LLP	\$91,931	12.5%
Hewlett Packard	\$62,500	8.5%

**People Management Metrics**

Executive	% of Top Talent Hired	Turnover %	Flight Risk %	% of Top Talent are Successors
Jake Lee	0%	2%	14%	57%
Logan McNeil	7%	0%	14%	29%
Maximilian Schneider	41%	5%	22%	43%
Otiver Reynolds	5%	17%	12%	50%

System Status:

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