



# 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

OVERVIEW	
PRODUCT NAME	Workday HCM
SOFTWARE FEATURES	
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	✗
<a href="#">FURTHER INFORMATION</a>	



## SOFTWARE SCREENSHOTS

workday

All About Me My Team Workbench My Workday 2.0 Dashboards

Logan McNeil | My Account | Documentation | Sign Out

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  
6 day(s) ago
- Goal Setting 2012: [Robert Hsiao](#) - Set Content

### Talent Matrix - Performance By Potential

Performance	Exceeds	Workers: 0	Contributors: 33	Consistent Star: 33
	Meets	Blocker: 15	Key Performer: 71	Emergers: 20
	Below	Detractors: 9	Placeholder: 15	Latents: 2
		Low	Medium	High
		Potential/Agility		
Not Shown		74		
Total		272		

View More...

### 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%
Oliver Reynolds	5%	17%	12%	50%

### Top Ten Suppliers

Supplier	Amount	Percent
Deutch	\$296,679	40.2%
Alliance Business Centres	\$124,945	18.0%
Grant Thornton LLP	\$91,931	12.6%
Hewlett Packard	\$62,500	8.5%
Federal Realty	\$48,710	6.6%
Bell Canada	\$44,588	6.0%
Global Movers	\$17,500	2.4%
Corporate Express	\$5,723	0.8%
Dell	\$1,000	0.1%

Total for Amount: \$737,516

