Workday People Analytics

As data-driven workforce decisions become more critical to every organization's success, HR and people analytics leaders are being asked to provide better insights and more strategic recommendations to executives and managers. To do so, HR needs to work with trusted data and powerful reporting and analytics tools that make insights easy to understand. But achieving all of this with limited resources isn't easy, so many HR teams are turning to scalable technology solutions that give them what they need to better support the business.

Make better people decisions faster.

Workday People Analytics enables organizations to make better people decisions faster with augmented analytics—helping you tackle three of the most pressing data-related challenges faced by HR teams: prioritization, data literacy, and scalability.

Engage business leaders with prioritized and tailored insights.

With so much data coming at you, it's hard to know where to focus your attention or how to begin solving a problem. Workday People Analytics helps you cut through the clutter. You can deliver personalized insights according to role-based security settings, dig deeper with drag-and-drop visual data discovery, and tackle your most important issues with real-time data and insight prioritization.

Make analytics understandable to all.

Leaders both within and outside of HR can often struggle to make sense of people data and connect it to business outcomes. Each insight surfaced in Workday People Analytics is paired with a story explained through natural-language generation that helps you and your stakeholders make better sense of the data. This way you can pinpoint where trends are occurring and identify their underlying drivers in categories such as location or job profile. What's more, insights are placed in context with historical trends (quarter over quarter, year over year) so you can assess the significance of your metrics.

## Free up the analytics team to focus on more strategic analyses.

Slicing and dicing data takes a lot of time and can limit the number of insights your HR analysts are able to generate. This means that important patterns and trends might sometimes

Key Benefits

- **Prioritization:** Engage business leaders with secure and personalized insights about their top opportunities and risks

- **Data Literacy:** Make analytics understandable to all with clear narratives written in everyday language

- **Scalability:** Free up the analytics team from repetitive, time-consuming tasks to focus on more strategic work

Insights Surfaced in Focus Areas

- Diversity and Inclusion

- Organization Composition

- Retention and Attrition

- Hiring

- Talent and Performance
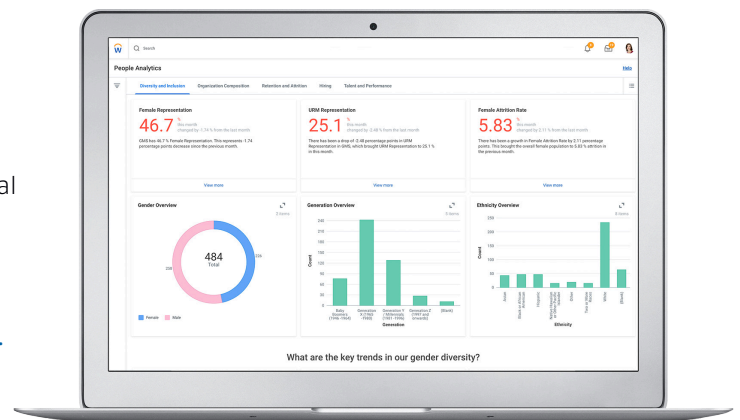
go undetected. Workday People Analytics automates repetitive, manual tasks, so your team of analysts is able to spend valuable time performing more sophisticated custom analyses, communicating recommendations, and working hand in hand with stakeholders to drive more-strategic decision-making.

Find answers to your critical workforce questions.

Workday People Analytics surfaces key insights in five focus areas to help you better understand your workforce:

- Diversity and inclusion
- Organization composition
- Retention and attrition
- Hiring
- Talent and performance

Diversity and inclusion. Gain insight into the demographics of your workforce and how you can boost diversity across the organization in terms of gender, under-represented minority, ethnicity, and generation. You can also analyze promotion rates and compensation through the lens of diversity to help ensure equal opportunities in upward mobility.

Organization composition. Uncover trends in head-count movement, capturing hires, transfers, and terminations. For example, this focus area can help you see an exceptional flux in transfers out of your organization or a spike in termination count in a certain area of the organization. You can also gain insights about span of control, average tenure, promotion rate, head-count footprint, organizational depth in layers, average time to promote, promotion gaps, and internal movement trends.

Retention and attrition. Gain a deeper understanding into why workers are leaving—and what you can do better to keep them. This focus area reveals turnover trends in the workforce that are impacting the overall attrition rate in a negative way. For example, you can identify areas of your organization that have a high churn rate, dive into

the reasons why, and 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 rate, terminations by reason, termination type by quarter, termination by compa-ratio, key turnover trends, and retention gaps.

Hiring. Identify opportunities to improve the recruitment process and illuminate bottlenecks in the current hiring process. By analyzing your people data through a hiring viewpoint, you can create more competitive offers that win candidates. You can also drill deeper into your offers accepted 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.

Talent and performance. Discover new ways to develop your workforce and put all your people's talents to use. This focus area can help you flag employees who demonstrate room to grow their performance and figure out what they need to help them get there. You can also identify areas within your organization 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, high performers gap, and key trends in talent.

NOTE: Our future product content describes announced products that are not yet generally available and contain forward-looking statements for which there are risks, uncertainties, and assumptions. Our description of unreleased services, features, functionality or enhancements are subject to change at Workday's discretion and may not be delivered as planned or at all. Workday assumes no obligation for and does not intend to update any such forward-looking statements. Customers who purchase Workday services should make purchase decisions based upon currently available services, features, and functions.