

Workday Prism Analytics: Use Cases for Returning to the Workplace

As your organization begins to take on the challenge of safely bringing employees back to the workplace, there are a lot of factors to consider: health, local guidelines, government policies, employee sentiment, facility readiness, and personal protective equipment (PPE). To formulate a strategy in this rapidly evolving landscape, you need the full picture of your people, operations, and finances and how they are impacted by these changing conditions—and quickly put those insights to work.

That’s not always easy when you have a complex data architecture with multiple systems for operations, HCM, and financial management, plus limited capability for incorporating external data on your environment and public health. Cobbling data together through various integrations, IT service requests, and even spreadsheets is time-consuming and unreliable. To ensure the safety of your people and workspaces, you need insights that are fast to gather, responsive, and easy to share.

Workday Prism Analytics is a data hub that lets you blend any data source with trusted data from Workday. By combining your workforce data with timely external data surrounding health, survey, and facilities readiness, you can monitor the health and well-being of your workforce and see who is ready to return to the workplace. Read the following use cases to learn how we help bring your people back to work in the safest way possible.

Typical data architecture

Operational Systems

Facilities Badging
 Facilities Repair & Maintenance
 Public Health
 Lease Management
 Supplier Contract Management
 Customer Relationship Management
 Contract Lifecycle Management
 Collections
 Marketing
 Inventory
 Project Scheduling

HCM Systems

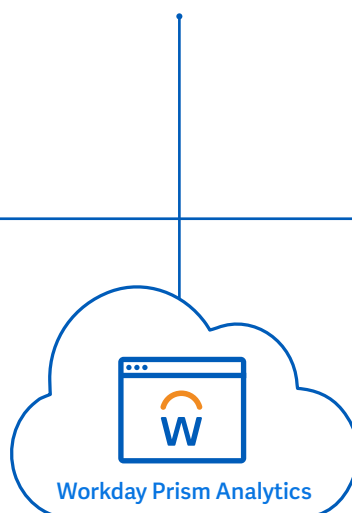
Provisioning SSO
 Benefits
 Workforce Scheduling, Staffing/
 Freelance
 Contingent Worker Management
 Help Desk
 Survey

Financial and Reporting Systems

Banking
 Treasury
 Compliance Reporting
 Audit Reports
 Tax Reporting
 Board Reports
 Management Reporting

One System for Workforce, Financial, and Operational Data

- Operational Insights
- Extended Ecosystem
- History



Safeguard and support your people.

Keep a pulse on your workforce and offer a phased return to the workplace.

In order to make critical decisions about returning to the workplace, you need insights into your people's well-being and productivity. Workday Prism Analytics enables you to understand employee sentiment and risk exposure so you better plan a phased return to the workplace and fully support your workforce.

Get the complete picture of your employee sentiment.

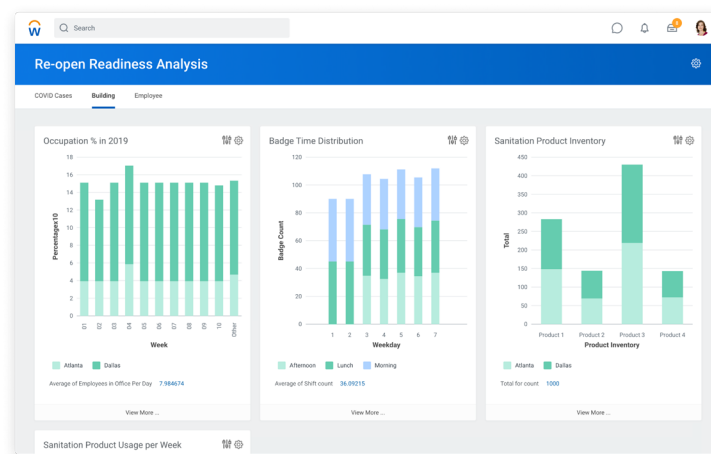
Workday Prism Analytics lets you analyze with unlimited dimensionality. You can blend survey data from Workday or non-Workday systems with workforce information and external public health data to determine not only workforce sentiment and readiness to return to the office, but also productivity by team, location, and more.

Workforce insights help you answer these questions:

- How do our workers and skills align with high-risk areas and current hot spots?
- How are my people feeling by team or location?
- Who is ready to return to work by location and how does that align with site readiness?
- What resources or materials can we provide to support our workers at home?
- How are our people leaders handling the new work situation?

With key blended metrics for more informed decisions:

- Active cases by organization or job profile
- Risk level by organization or job profile
- Skills exposure by organization or job profile
- Employee sentiment by organization or job profile



Sample employee sentiment analysis including survey response by team and location.

Prepare and protect your workplace.

Prepare your physical space for a safe return and rapidly contact trace if needed.

Returning to the workplace doesn't mean returning to normal. What your return looks like and how it evolves can change over time and vary by location. With the right data on your workplace, supplies, and public health, you can monitor your physical space to ensure safety and quickly trace any active cases.

Take stock of your workspace and materials.

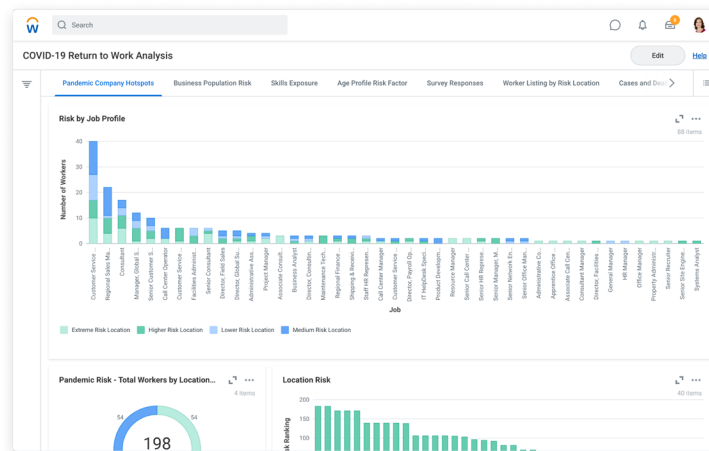
With a workplace readiness dashboard, you can blend your worker, organization, and inventory data with external public health details and badging data to assess your ability to return to work safely and respond quickly.

Workplace insights help you answer these questions:

- Which areas of my operations are experiencing hotspots or public health restrictions?
- How does building capacity align to my workforce with social distancing precautions?
- How is inventory of PPE and cleaning materials tracking against goal?
- Which workers are occupying the same space at the same time, based on badge scans?

With key blended metrics for more informed decisions:

- Active cases by location
- Risk level by location
- Skills exposure by location
- Office utilization by location and local guidelines
- Badge scans by location and active cases
- PPE and cleaning materials vs. goal by location



Sample workplace readiness dashboard with badging details, cases, and supplies inventory by location.

Understand the impact and prepare for what's next.

Track financial impact in real time and model future scenarios—all in one place.

As you reopen, you need to be able to implement policies, train your people, manage costs, and quickly shift plans. Workday provides high-volume analytics in the same place

as financial management, human capital management, and planning, enabling you to manage the financial impact and safety of reopening while planning for future phases.

With Workday, you can:

Build an adaptable organization.

- Assemble teams to reopen workplaces
- Reskill workers to adapt to changing work requirements
- Connect people to the resources and answers they need
- Provide personalized learning experiences

Be ready for the next phase.

- Forecast office costs based on worker supply needs
- Model unlimited scenarios based for top-line, head count, and OPEX
- Create driver-based rolling forecasts
- Drill directly into actuals to understand variances and adjust

Maintain financial resiliency.

- Manage the impact of additional PPE and cleaning supplies spend in real time
- Understand your global cash position and forecast to reduce liquidity risk
- Analyze P&L impact by any dimension across finance, HR, and payroll

Learn more. To explore how Workday Prism Analytics can help you, please contact Sales at workday.com/contact or call +1-877-967-5329.



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