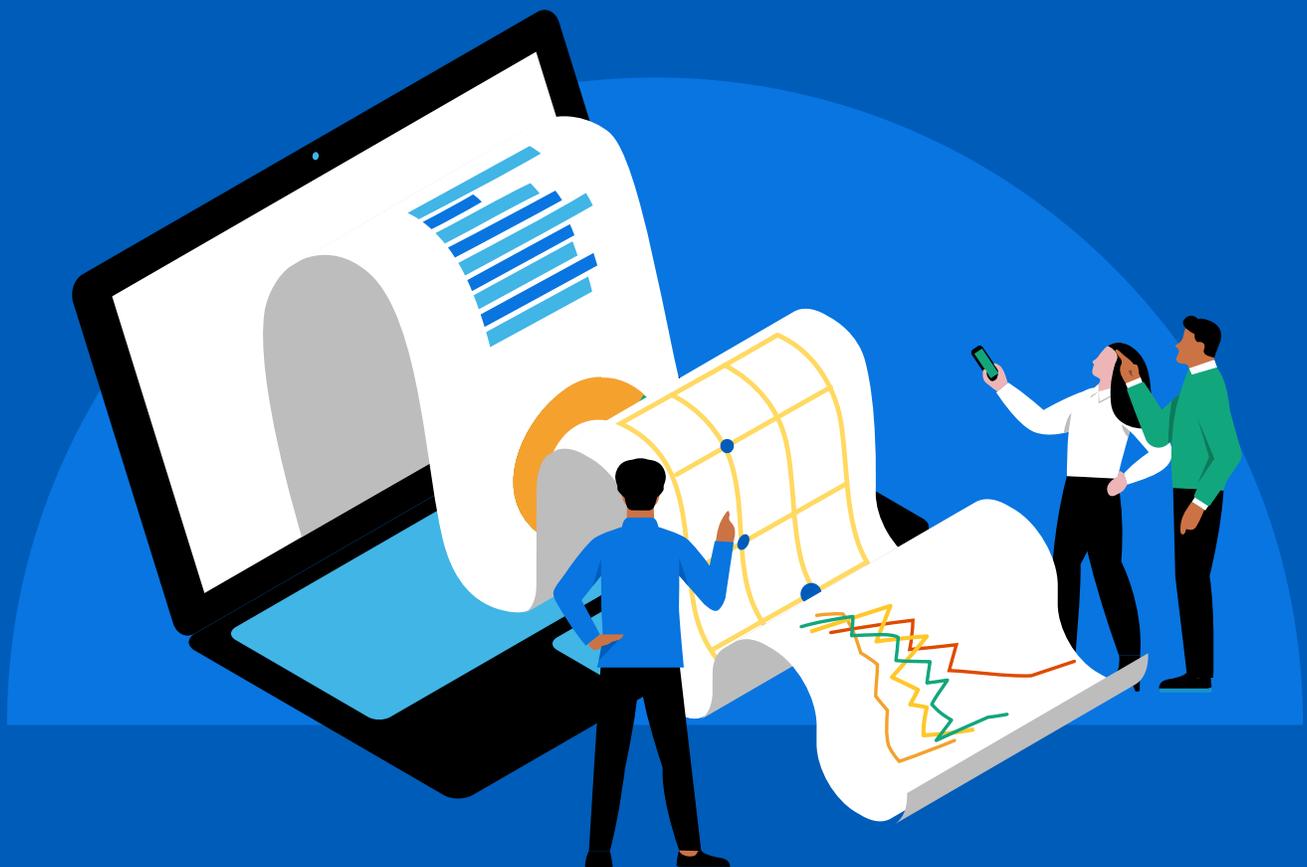


Workday Reporting and Analytics for IT

How to mine your company's data to navigate disruption and drive growth.



Gone are the days when IT leaders' main priority was maintaining existing technology systems. As technology evolves faster than businesses can grasp, CEOs increasingly expect their tech leaders to serve as digital transformers and advocates, experimenting with cutting-edge technology solutions and guiding digital efforts through major shifts with confidence.

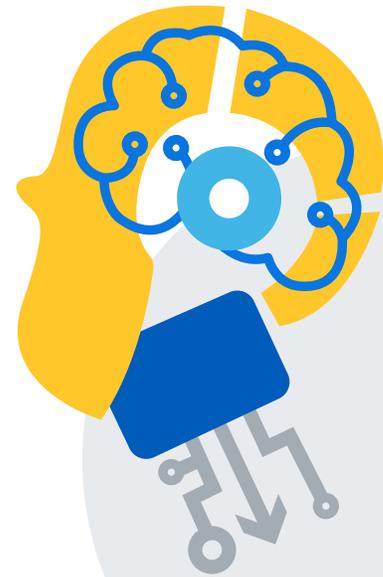
As the pace of technological change increases, IT leaders today face formidable challenges. From improving outcomes and transforming business models, to accelerating digital initiatives and enhancing the customer experience, CIOs are tasked with creating a more agile organization while making technology choices that are best for employees, customers, and the company's long-term health.

To succeed, they must eliminate silos to enable faster data-driven decisions, fuel innovation while maintaining trust and security, and reduce complexity even as the business and data environment grows ever more complicated.

As if this weren't enough, CIOs are also expected to respond to challenges and opportunities that arise from unpredictable social, geopolitical, and economic factors. Even as the COVID-19 pandemic recedes, this expectation of CIOs is here to stay. "We'll see a future with more unpredictability and disruptions, and thus increasing needs to perpetually refigure work and organizations," says Dr. John Boudreau, professor emeritus at University of Southern California's Marshall School of Business, in the Workday global research report "[Closing the Acceleration Gap Toward Sustainable Digital Transformation](#)."

The key to meeting these challenges lies in unifying technology to ensure data that's not only accessible, but also trustworthy. By replacing inflexible legacy systems with flexible cloud-based solutions that access data in real time, IT leaders can better manage uncertainty and risk while driving faster, smarter decision-making.

This guide is designed to help CIOs understand how Workday can enable increased organizational efficiency, resiliency, and agility by facilitating collaboration through blended, contextual people and finance data. Read on to learn about how our unique architecture unites Workday and non-Workday data to create a trustworthy and unified view that can help you move at the speed of business.



At a Glance

- 74% of IT chiefs say the CIO role was elevated during the pandemic—and this elevated visibility is expected to continue.¹
- Half of CIOs struggle to keep pace, and 59% say changing an automated process can take weeks or months.²
- 76% of CIOs say it's tough to strike the right balance between business innovation and operational excellence.³
- 49% of survey respondents cited increasing cybersecurity protections as the top business initiative driving IT investments in 2022, up dramatically from 34% in 2021.⁴



The Workday data architecture.

Anticipating the right business decisions in a constantly changing landscape requires a flexible approach underpinned by trusted data. The Workday Enterprise Management Cloud Platform for people and financial data provides an adaptable application experience that integrates with your existing data ecosystem. Achieving adaptability with Workday starts with a unique approach through the intelligent data core, which enables you to combine external data with Workday people and financial data for a trusted, always-accurate source of truth where a single security model is applied.

Once the data is ingested, the intelligent data core provides intelligent data management using object management services (OMS) in Workday. The OMS means data relationships remain in context and are managed continuously while maintaining the lineage of the data. Intelligent data services are then applied to drive flexible application experiences that democratize people and financial data, enabling organizations to continuously adapt at speed and with confidence.

Unified data: Unlike legacy architecture, which stores data in countless systems, the Workday cloud model stores data attributes in a single unified system that is continuously updated. But to ensure customers can easily make the continual changes demanded by an evolving business environment, we separated the various layers of our architecture so that a change at one layer does not require an update at the layer above or below it.

How does that work? We created a [metadata abstraction layer](#) that allows us to write our applications as metadata stored in our database, not as programming code. This enables customers to configure the service and create a Workday deployment that uniquely meets their needs.

Our approach to security offers a distinct advantage over legacy ERP systems' use of an application layer of security, which IT and other privileged personnel can bypass to access data directly at the database level.

¹ CIO Magazine, "State of the CIO, 2022"

² Workday survey, "Closing the Acceleration Gap Toward Sustainable Digital Transformation," including 437 IT leader respondents; 2022

³ CIO Magazine, "State of the CIO, 2022"

⁴ CIO Magazine, "State of the CIO, 2022"

Live, transactional data: Traditional ERP systems store transactional data in a relational database that makes analysis unnecessarily complicated. These systems require data to be extracted from the database, copied to another system, and formatted for analysis. As a result, the data is stale by the time the analysis is conducted.

Instead, Workday stores application data in memory in the same area where the application is running real-time analysis. By clearly separating how applications are defined from their deployment platform details, Workday allows new applications to quickly go live without disrupting existing customer business logic. This means we can continually deliver new applications while improving existing ones. It also means results are immediately reflected in all analysis and reporting once transactions are approved.

Secure data: Workday has a uniquely robust [security model](#)—an object-oriented, in-memory system with an encrypted, persistent data store that tracks and audits access events and changes. Our security is continuous and applies to all data, all the way down to the individual cell level based on existing domains and security groups that are configured by users. This makes compliance faster and more cost-effective while [reducing overall security risk](#).

Additionally, the Workday security model spans user access, system integration, reporting, mobile devices, and IT access. All users, administrators, and systems must log in and be authorized through this single model. Workday also allows customers to set up different authentication requirements for different user populations. This approach offers a distinct advantage over legacy ERP systems' use of an application layer of security, which IT and other privileged personnel can bypass to access data directly at the database level. The single security model streamlines administration, ensures the right people have the right access to the right data, and mitigates the risk of "back door" access.



A trusted source of people and financial data: the Workday cloud-based advantage.

Company leaders need data-driven insights more quickly than ever before—and they expect IT to maintain a system that surfaces them. Workday enables you to gain deeper insights in real time by providing a single actionable view of your business from HR to finance and planning, to supply chain and sourcing. This, in turn, enables companies to plan, execute, and analyze with greater confidence.

With Workday, you can build strategic plans for every facet of your business, from budgeting expenses to forecasting revenue. Our platform provides access to real-time data and the ability to efficiently toggle between different layers of data, making it easy to explore the implications of possible strategic decisions and shifting business conditions. Organizations can easily create multiple models that calculate what-if scenarios and plan for different outcomes based on changing variables.

This analysis is improved by the Workday object data model, which maintains the rich details around business events from transactions through financial statements and management reports. Because transactions are rich in dimension, organizations can conduct analysis with deeper strategic significance by delving into virtually any business dimension, whether that be cost center, account, campaign, team, supplier, or other. This data model can also ingest high-volume operational data from any source and blend financial information, giving finance and the business an even more comprehensive dataset to drive better decision-making.

Workday also enables faster analysis and insight by providing a full view of talent, labor, and cost with a human capital management system that works alongside finance and payroll. Bringing together HR and finance allows companies not only to align on headcount and hiring plans, but to also think more strategically about the skills that the organization needs and ways to engage employees, thus preventing unexpected costs related to skills gaps and turnover.

Beyond allowing business to zoom in on every bit of relevant data, Workday enables companies to do the opposite, too: users can zoom out to [benchmark their performance](#) against that of other Workday customers. By contributing de-identified data in exchange for benchmarks from the extensive Workday customer community, organizations can see how they stack up and where they need to focus. Our benchmark data, based on millions of transactions and available at no additional cost, is refreshed daily and can be filtered by country and industry.

Unlike traditional benchmarking services that deliver reports filled with data that's already old, Workday Benchmarking is always updated. Armed with real-time insights, business leaders can immediately make contextual, data-driven decisions to improve performance.

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Rescuing companies from the data deluge: Workday Prism Analytics drives deeper insights.

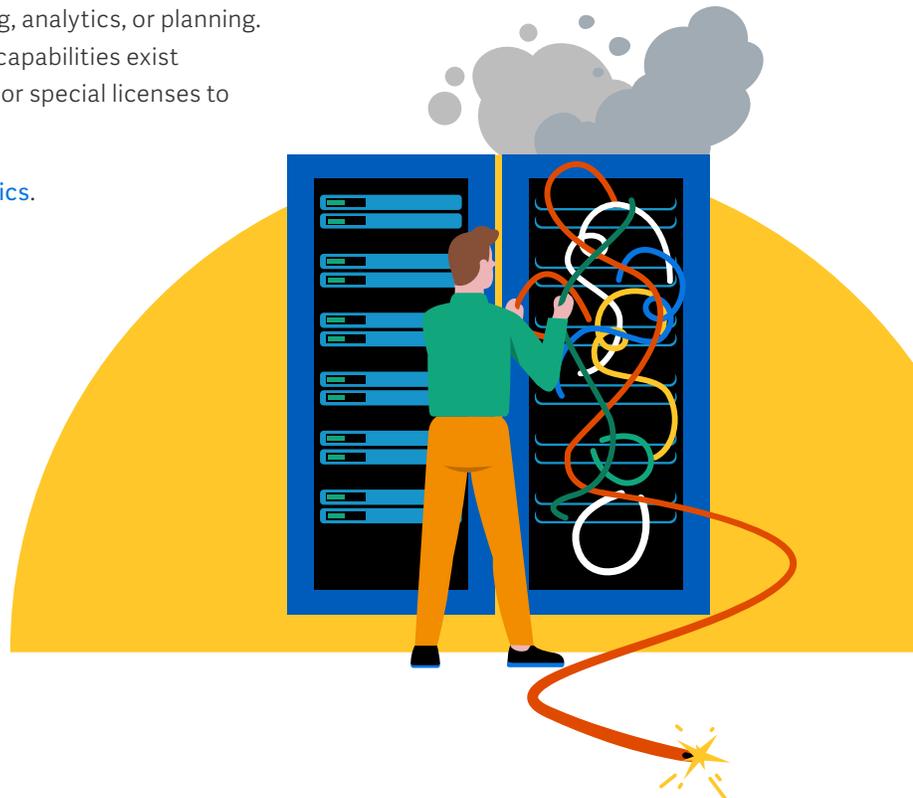
Companies today are drowning in exponentially growing reams of data that defy comprehension. Complicating matters further, the data for many companies comes from multiple legacy systems in different formats and is often riddled with errors and anomalies. Even well-staffed IT departments can't support all the analytics and reporting needs across an organization when slowed down by these systems and inevitable data silos. As a result, according to global consultancy McKinsey & Co. estimates, [only 1% of data is ever analyzed](#).

Workday Prism Analytics addresses these challenges by creating an analytics engine and data hub that reside within the Workday platform. By analyzing disparate data sources and sharing the resulting insights via Workday reports, dashboards, and scorecards, Workday Prism Analytics ensures that leaders have access to the data they need to make faster, better decisions.

Workday Prism Analytics brings external transactional, high-volume data into Workday and blends it with Workday data, then applies analytics and presents the results in an intuitive interface with self-service tools through Workday—where executives already spend a lot of time—so that it's always at leaders' fingertips. This accessibility, in turn, allows leaders to better understand the specific drivers behind their most important KPIs so they can better plan for the future.

Workday Prism Analytics enables an organization to more efficiently manage, prepare, govern, trace, and publish data for reporting, analytics, or planning. What's more, Workday Prism Analytics data lineage capabilities exist within the platform, eliminating the need for coding or special licenses to generate insights.

Explore the ways you can use [Workday Prism Analytics](#).



Processing at the speed of business: how augmented analytics operationalizes data.

Augmented analytics uses artificial intelligence (AI) and machine learning (ML) to generate deep insights that assist decision-making without requiring time-intensive efforts by data professionals.

At Workday, augmented analytics powers [Workday People Analytics](#) to identify, surface, and explain key insights that wouldn't have been uncovered otherwise. AI—including pattern detection, graph processing, ML, and natural language processing—combs millions of data points and presents insights in simple-to-understand stories so leaders can make better workforce decisions.

In just one example, Skills Cloud in Workday uses AI to solve a fundamental HCM challenge: skills are evolving faster than most recruiting and hiring technologies. And because the business world is constantly shifting, the skills an organization needs today are almost certainly not the skills it will need a decade from now.

Skills Cloud leverages data from Workday customers, plus massive sets of industry-standard data, to map the relationship among employees' skills so employers can better track, predict, and respond to these [ever-changing talent needs](#).

Helping IT leaders meet the future.

In this era of chronic uncertainty and head-spinning disruption, one thing is clear: the businesses that most quickly determine how to operationalize their data to drive action will take the lead. The unique Workday data architecture and single security model can help you unlock the power of your data while eliminating security risks, manual processes, ad hoc requests, and other headaches.

To learn more about how we can help you drive better business decisions during periods of extreme disruption, visit our analytics hub on workday.com.



+1-925-951-9000 +1-877-WORKDAY (+1-877-967-5329) Fax: +1-925-951-9001 [workday.com](https://www.workday.com)

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