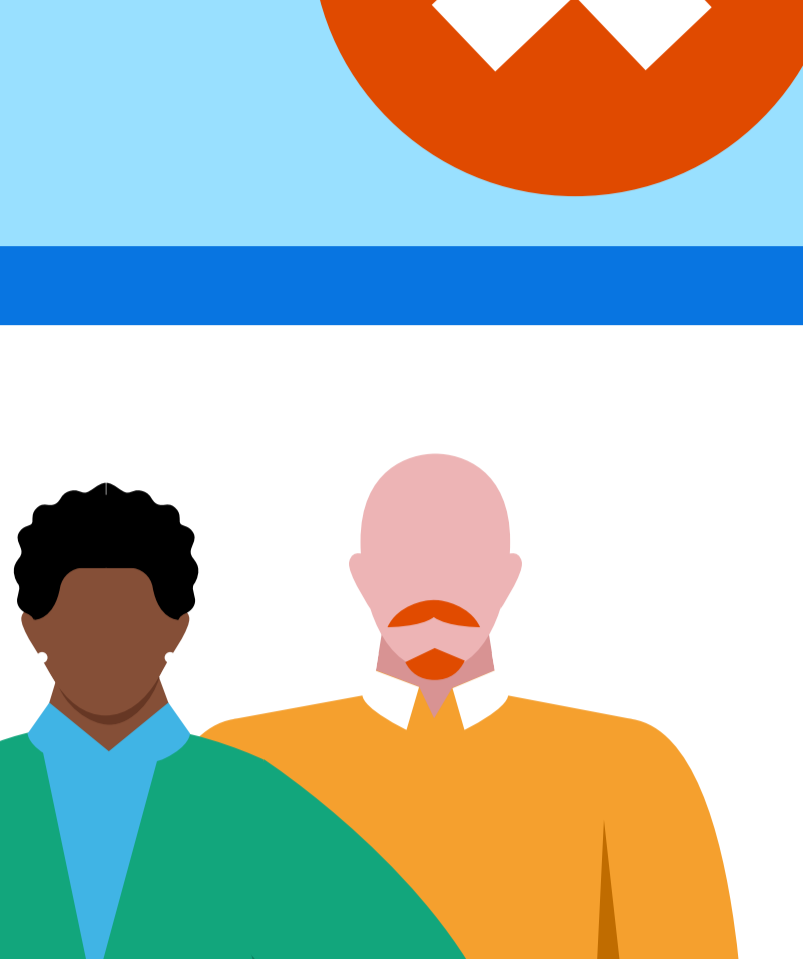


Busting Five Workday People Analytics Myths

Getting to the bottom of common misconceptions.



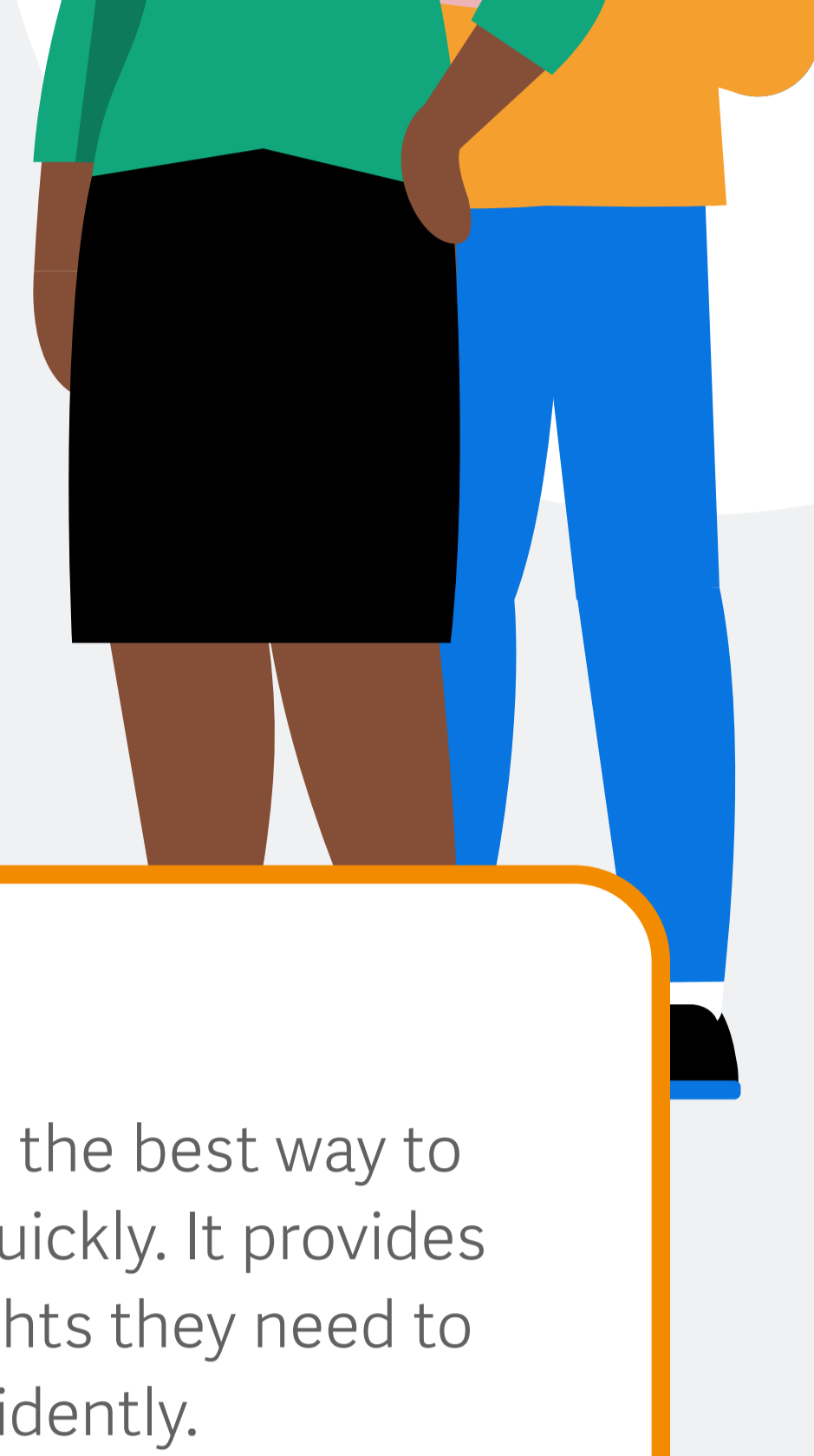
Workday People Analytics enables you to make better people decisions faster by solving data challenges with **dynamic prioritization, strategic decisions, and automated storytelling**. Yet, with more and more organizations adopting this technology, some misconceptions have surfaced. **Dive in to see what's true, and what's just speculation.**



Myth 1:

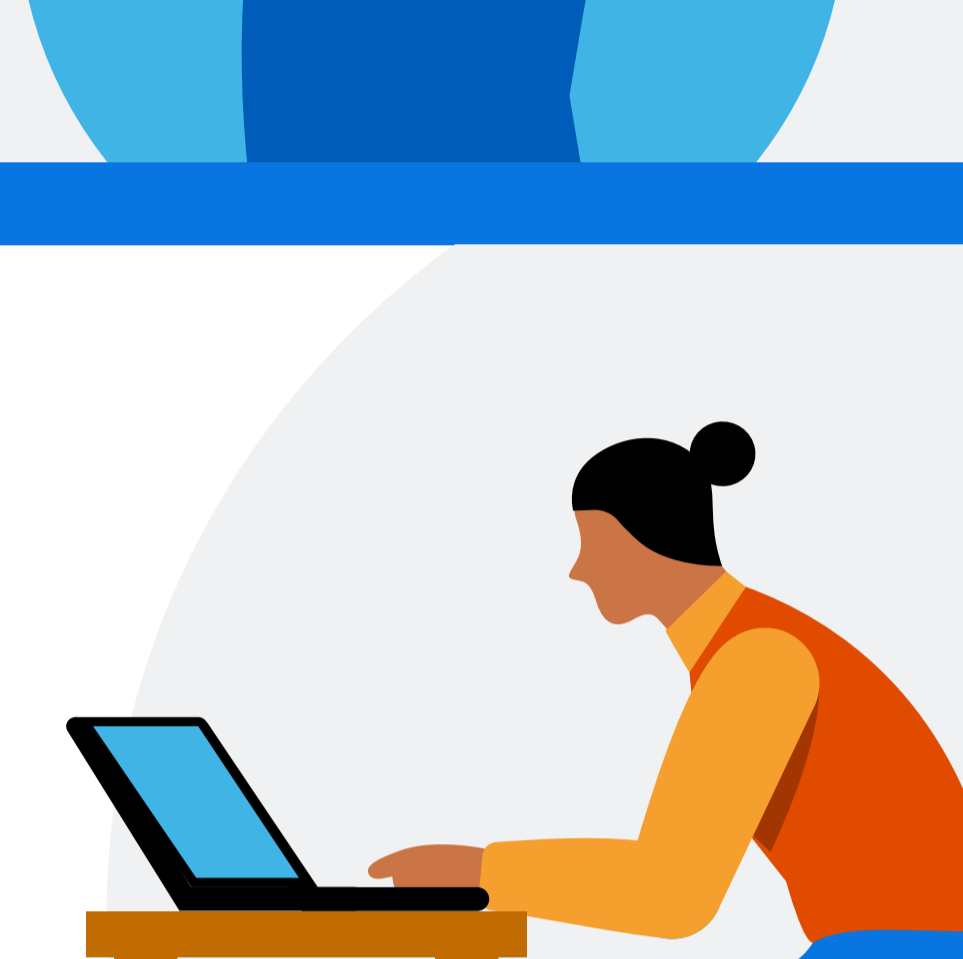
Workday People Analytics is for everyone in the organization.

Truth: Workday People Analytics is built for every line of business leader, HR business partner, executive, and people analytics professional, but **not the frontline manager because users must have a high volume of data** to surface meaningful insights.



“Workday People Analytics was the best way to demonstrate business value quickly. It provides our C-suite with the right insights they need to make informed decisions confidently.”

HR Service Delivery Lead,
Ordnance Survey

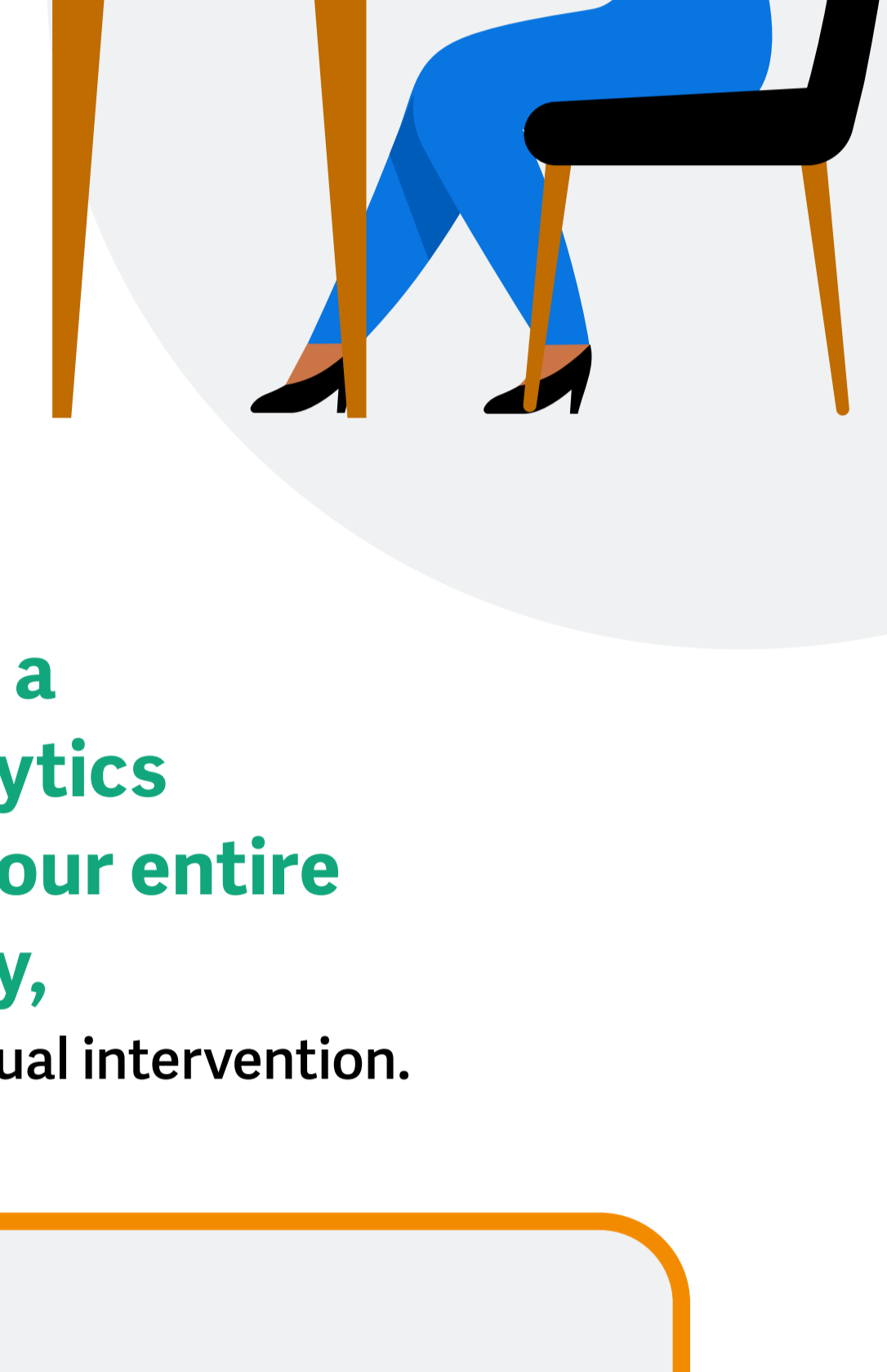


Myth 2:

You can build similar functionality on your own.

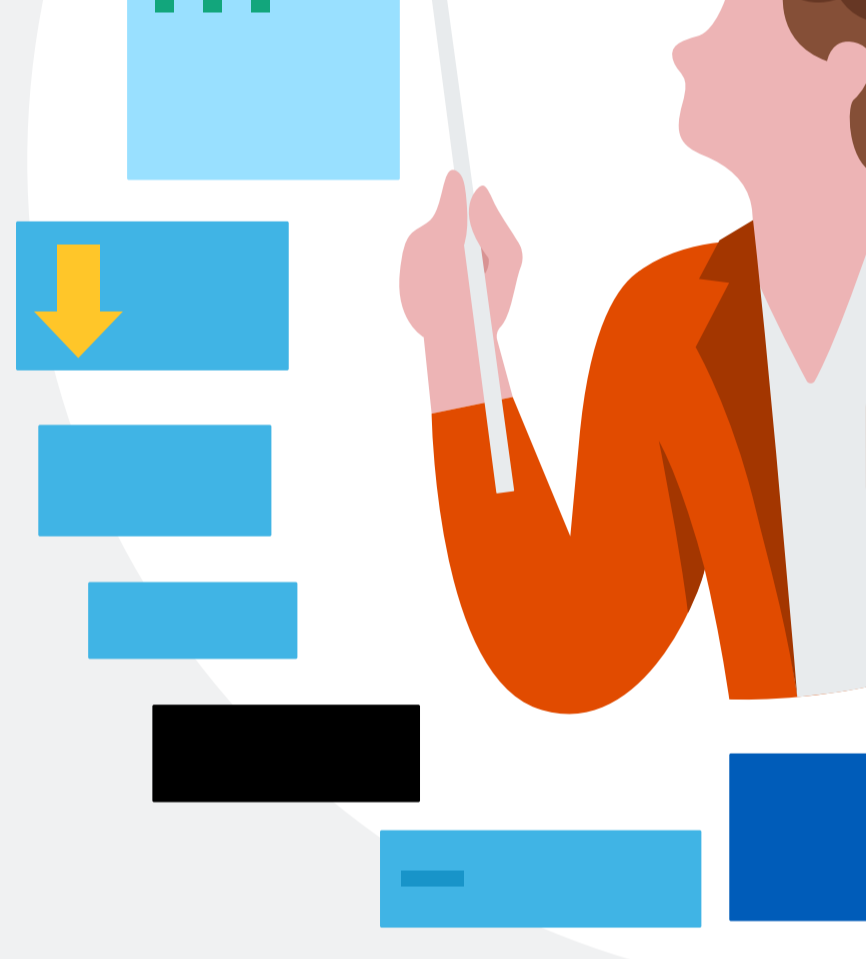
Truth: Developing tailored content for a diverse set of users across teams and business units entails expenses and efforts related to infrastructure, analysis, visualizations, integrations, security, scalability, and adoption that cannot be designed alone.

Workday People Analytics is a self-service augmented analytics application that harnesses your entire Workday dataset effortlessly, eliminating the need for additional manual intervention.



“My favorite part is that we now have the opportunity to tackle the most intriguing questions. Instead of focusing on standard inquiries, we can dive into machine learning and analyze deviations, going beyond mere error identification.”

Senior Strategic Analyst,
People Analytics Technologies



Myth 3:

Workday People Analytics is not completely customizable.

Truth: Workday People Analytics offers customers many configurability features based on industry best practices such as:



- A selection of several configuration options available with 80+ input fields
- The ability to choose the right content areas based on your business needs such as KPIs, VIBE Index™, hiring, organization composition, diversity and inclusion, talent and performance, retention and attrition, and skills
- Preselecting fiscal calendar schedule
- Viewing and prioritizing metrics and KPIs that matter to you, with 70+ predefined metrics
- Leveraging the right level of security while protecting sensitive workforce data

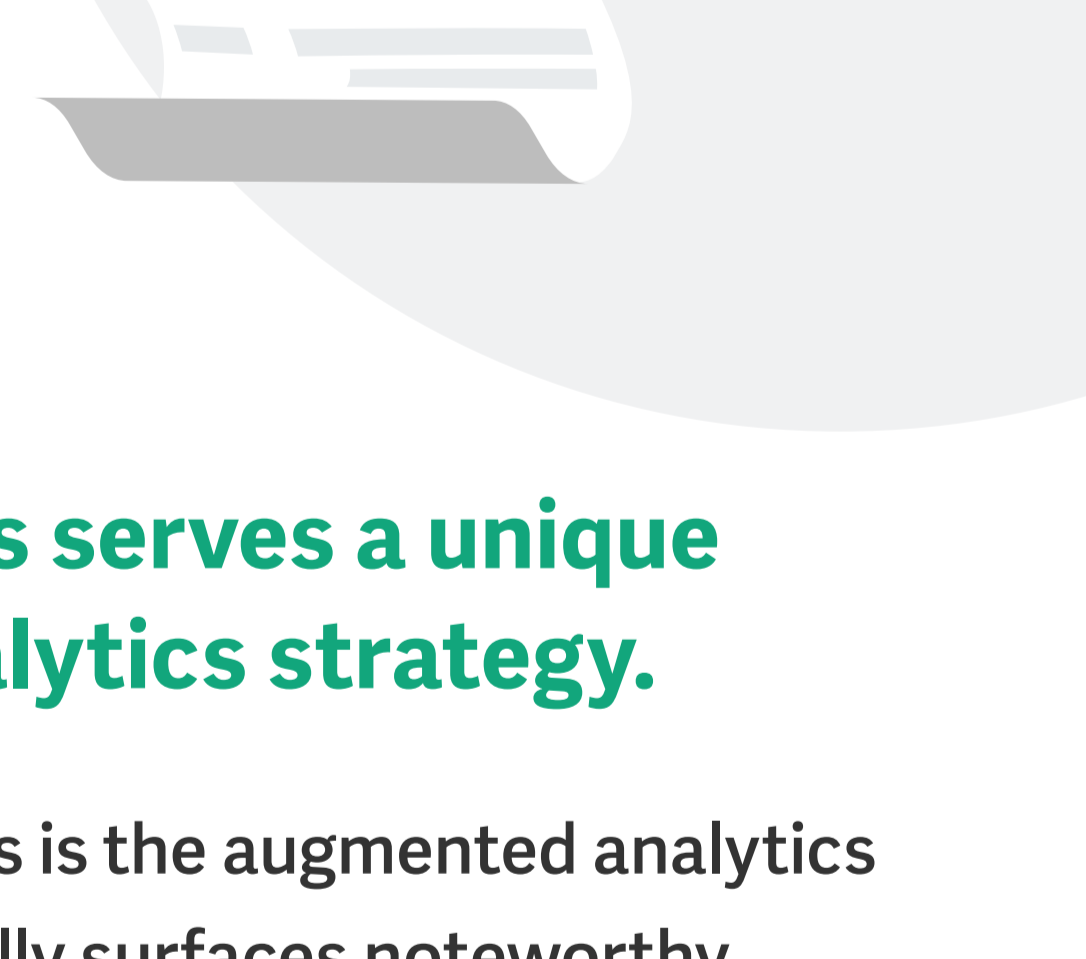
Myth 4:

Workday analytics products offer little diversity in functionality.

Truth: Workday offers a full range of reporting and analytics tools, enabling HR and business leaders to effectively plan, execute, and analyze operations using a reliable and secure data foundation to drive workforce transformation.

Each of our product offerings serves a unique purpose in your data and analytics strategy.

- Workday People Analytics is the augmented analytics machine that automatically surfaces noteworthy insights in the form of stories, highlighting key opportunities and risks to better focus your efforts with efficiency and confidence.
- Workday Prism Analytics is for blending and transforming high volumes of external data with Workday data for richer insights, plans, and context.
- Core Workday Human Capital Management is the native suite of reporting, dashboarding, and ad hoc self-service tools that help you understand what's happening in your business so you can drill down into areas of interest.

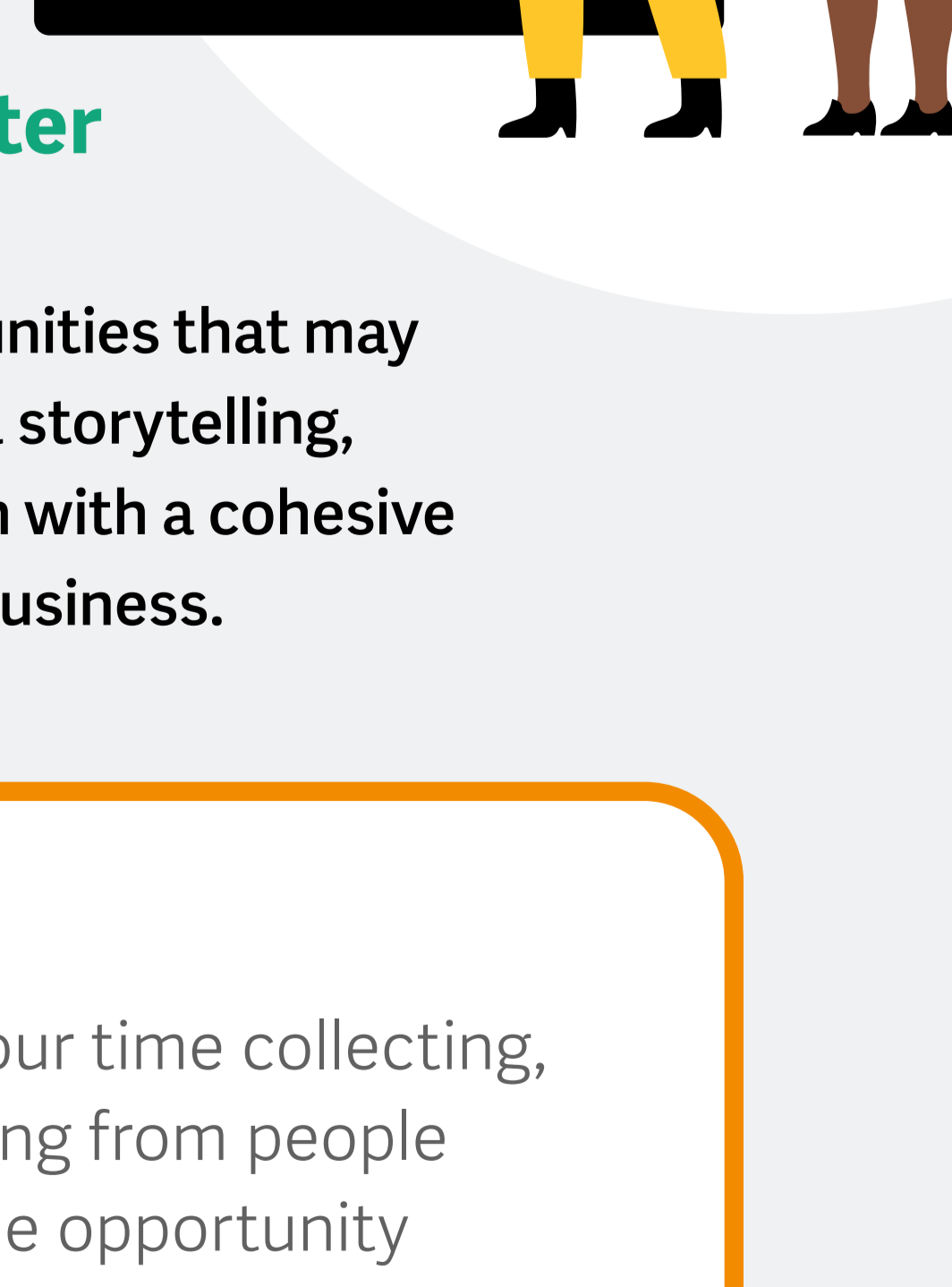


Myth 5:

Workday People Analytics is predictive.

Truth: Workday People Analytics is not predictive. However, through AI and machine learning (ML), **Workday People Analytics empowers users to make faster and more informed decisions**

by uncovering trends, risks, and opportunities that may otherwise go unnoticed. It elevates data storytelling, presenting each metric and visualization with a cohesive narrative for a unified story across the business.



“Instead of spending 90% of our time collecting, analyzing, and finding meaning from people data, we now have the unique opportunity to spend 100% of our time focusing solely on making meaningful people decisions. Workday People Analytics and the use of AI and ML technologies, in reality, humanizes the people decision-making process.”

Data and People Analytics Manager,
American Express Global Business Travel



Learn more about Workday People Analytics.