workday.

eBook

From Data to Decisions: the Ultimate Workforce Analytics Guide

Understanding your employee data to make better people decisions and drive stronger business outcomes.



Table of Contents

Introduction	3
Workday Core Reporting and Analytics: the Analysis Toolkit	5
Workday People Analytics: the Guide	8
Workday Prism Analytics: the Data Hub	11
Analytics Within Workday Peakon Employee Voice: the Listener	14
Synergy in Action: Relevant Workday Analytics Capabilities	16
Learn More	20

Introduction

HR transformation: navigating changing practices

The world of work has changed over the last few years, leading to dramatic shifts across the business landscape. As a result, CHROs have found themselves at the centre of converging global crises: skills obsolescence, a post-pandemic reality, equity and inclusion, digital acceleration, a fluid workforce and economic uncertainty. As well, HR leaders are now also responsible for co-creating the future business strategy while managing workforce costs and ensuring that people and the business both thrive. They need to leverage data for faster decision-making, build scenario-based foresight and monitor vital signs of their workforce so they can respond proactively, adapt and accelerate growth alongside evolving priorities. Add to all this workers' increasing demands and expectations of the organisation, including more flexibility in where, when and how they work so they don't leave.

The most successful organisations are those that are using data as a competitive advantage to plan and take action continuously throughout the year, then monitoring performance and worker engagement to ensure they're achieving desired business outcomes and that their people are successful and engaged.

Unlocking success with insights

According to Deloitte's 2023 Global Human Capital Trends report, 83% of business leaders believe that leveraging worker data is important for organisational success; however, only 19% believe they are ready to do so.

Workday delivers a full suite across workforce planning, reporting and people analytics that, together with Workday Human Capital Management (HCM), enable HR and business leaders to optimise operational and strategic workforce plans and provide actionable insights for faster, data-driven decision-making powered by artificial intelligence (AI) and machine learning (ML) technologies.



Bringing your workforce analytics to the next level

Discover how powerful analytics capabilities in Workday can empower your organisation to answer critical business questions related to workforce and employee data. We offer practical examples that illustrate how you can integrate these capabilities to unlock strategic insights and fuel a culture of continuous innovation.

In this eBook, we explore:

Workday core reporting and analytics: the analysis toolkit

The native suite of reporting, dashboarding and ad hoc self-service tools that help you understand what's happening in your business and drill down into areas of interest.

Workday People Analytics: the guide

A delivered augmented analytics application that automatically analyses your people data to surface key trends, risks and opportunities, and empower leaders to pinpoint where to concentrate efforts.

Workday Prism Analytics: the data hub

A high-performance platform for ingesting and transforming large volumes of external data with Workday people and financial data that can be used for deeper insights, richer decision-making and more strategic plans.

Workday Peakon Employee Voice: the listener

A powerful listening tool that continuously captures employee sentiment and provides the real-time insight you need to engage and empower your teams and understand the why behind worker trends.

Note: While this guide specifically covers workforce analytics tools from Workday, our customers have also paired these offerings with our suite of financial analytics products for an entire overview of their organisation.

Read more about financial reporting and analytics capabilities from Workday.

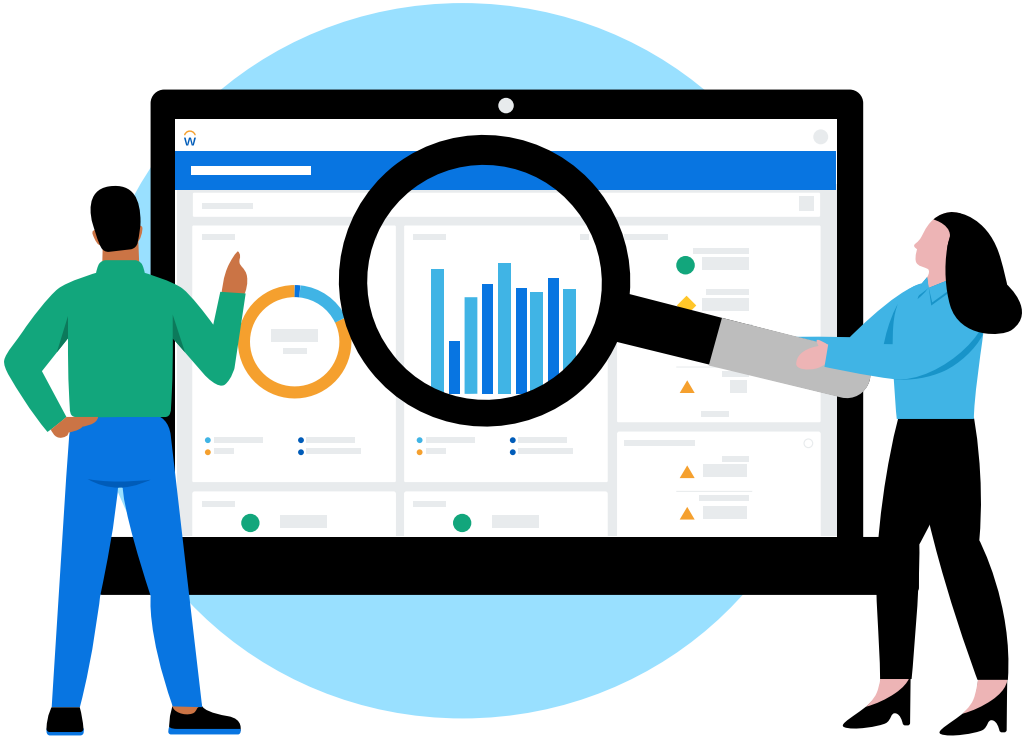


Workday core reporting and analytics: the analysis toolkit

In today's data-rich environment, having access to comprehensive and centralised workforce data and the tools to make sense of it are crucial for success. Workday reporting and analytics empowers you with the tools to easily navigate vast amounts of data, enabling you to gain self-service access to valuable insights and a better understanding of your workforce. Instead of jumping back and forth between HR systems and analytics tools, you can analyse real-time data in the same place you manage your people and money. This makes insights more secure and accessible, and easy to share across your organisation. It also gives you the power to move from insight to action with greater agility and speed by embedding insights directly into business processes and plans, and to even use them to power applications created with Workday Extend.

What it is

Core reporting and analytics in Workday offers a native suite of reporting and analytics capabilities that allow you to easily report on, analyse and visualise real-time data to solve top business challenges and drive success. It uses the Workday flexible, role-based model so you can give your people self-service access to analytics at scale without compromising the security of sensitive information.



Key features:

- **Discovery boards:** These are the key to making secure, scalable self-service ad hoc analysis capabilities accessible across the organisation. Instead of waiting on other teams for insights, managers and business partners can create data visualisations and drill down into any area of interest using intuitive drag-and-drop features.
- **Report writer:** Create reports quickly by leveraging the rich Workday library of over 2,800 prebuilt, configurable reports. With a wide range of report types, including composite, matrix and trending, you can support any reporting need your business requires. Users can perform multidimensional drill-down into data with charting and filtering capabilities and then act directly from the report. For example, if you see a person's name on a report, you can click on that name and act on the person, supplier, customer or any other object. Similarly, if you see a number on a report, you can click on that number and see the underlying detail, as well as slice and dice that data by multiple dimensions.

3 billion
monthly reports

5,300
standard reports

200
dashboards and discovery boards

- **Dashboards:** These make it easy for you to monitor business performance and topics of interest such as headcount movement, headcount plan to pipeline, time to fill open positions and performance by hiring source. With over 120 prebuilt, configurable dashboards, you can quickly provide leaders with the visibility they need.
- **Slides:** These provide the fastest way to securely share insights with others within your organisation. Build presentations quickly in a familiar, PowerPoint-like environment without having to remove sensitive information from your Workday security model.
- **Worksheets:** Share data for ad hoc analysis and collaborate in a familiar, Excel-like environment without having to remove sensitive information from your Workday security model.
- **Mobile access:** Access reports and dashboards on the go via your mobile device.
- **Extensibility across the Workday ecosystem:** Embed reports and dashboards into business processes, plans in Workday Adaptive Planning, and custom applications built with Workday Extend.

> "Discovery boards have enabled us to expand our analytics talent pool beyond traditional Workday report writers. We can curate a list of fields available to specific users, empowering them to seamlessly visualise and filter data in an interactive and user-friendly way, all inside of Workday.

Analyst, HR Systems & Operations,
LPL Financial LLC

How core Workday HCM reporting and analytics capabilities meet top business needs

Skills-first approach

Understand current workforce skills across the organisation to better optimise available talent with insights into your skills landscape. Core reporting and analytics capabilities answer questions such as:

- What skills have we lost and acquired within the last 30 days?
- How do our job profile skills compare across teams?
- What are the suggested skills for growth and development by job profile?

Employee experience and engagement

Focus efforts to cultivate positive employee experiences and retain workers with insights at your fingertips, including:

- Where emerging talent is by management level
- Average compa-ratio over time
- Headcount and average years of service by age range

Workforce transformation

Make informed business decisions with insights by team, location or job level. Act with confidence, empowered with answers to questions such as:

- What is our global footprint by location?
- What is our global workforce composition?
- Which locations are at a higher risk of unwanted attrition?

Belonging and diversity

One standout feature of core reporting and analytics for belonging and diversity is the VIBE Central™ dashboard, available for any Workday HCM customer to configure. This dashboard centralises core reports and metrics to surface indicators across hiring, promotions, leadership and attrition, and helps answer questions such as:

- What kind of racial or gender diversity are we seeing in our new-hire population?
- What kind of ethnic representation do we have at different managerial levels?
- Quarter over quarter, how are terminations trending by gender, age or ethnicity?

Workday People Analytics: the guide

Are you concerned that you might be overlooking crucial insights or examining irrelevant data when it comes to workforce management? With Workday People Analytics, our tools have done the work of sifting through millions of data points to keep you up to date and well informed at all times.

What it is

Workday People Analytics is a powerful tool that can add significant value to an HR analyst team. With its AI and ML capabilities, this self-service application quickly sifts through large amounts of data to identify meaningful insights and opportunities. By pinpointing the key drivers behind these trends, Workday People Analytics provides leaders with a clear and concise story that highlights where to focus their attention. This saves time and effort, allowing leaders to make better-informed people decisions more quickly. In essence, Workday People Analytics acts as an extra team of digital analysts delivering immediate capacity and valuable insights that can help organisations thrive.

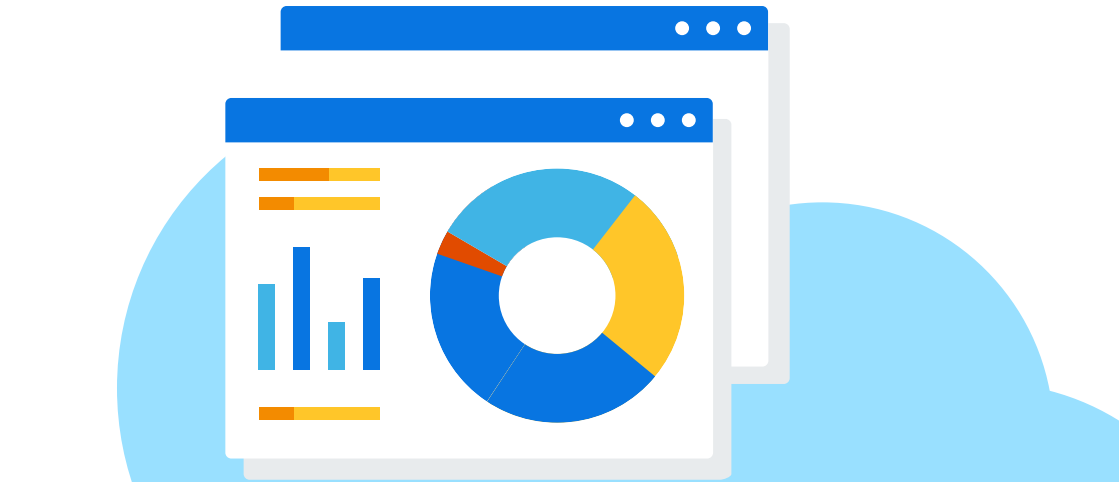
> “People analytics are increasingly playing a larger role across all HR functions and processes, and their application is a strategic and competitive advantage. Workday People Analytics will show you areas that are often small enough to slip through companywide analysis but that, if acted upon, would greatly improve the metrics on a macro level.
>
> **Reporting and Metrics Manager,**
> Epiq

Understanding reporting and analytics in core Workday HCM vs Workday People Analytics

Core reporting and analytics in Workday HCM is an analysis toolkit that’s available to Workday HCM customers. It delivers self-driven, continuous analysis of all your Workday HCM data via prebuilt and customisable reports, dashboards and discovery boards.

Workday People Analytics is a packaged, delivered augmented analytics application that runs a powerful analysis engine on your workforce data using ML and AI technologies. It surfaces personalised insights that highlight top drivers, risks and opportunities that change dynamically. You can gain clarity with easy-to-understand, auto-generated narratives to build a unified story alongside your workforce data. Workday People Analytics helps you uncover hidden insights and trends to make proactive decisions, fast.

Note: Workday People Analytics is an add-on product.



How Workday People Analytics meets top business needs

Skills

With the power of Workday Skills Cloud, you can better understand the current skill set of your workforce with intuitive visualisations of top skills categories across management levels and job families. Quickly address talent gaps and prioritise the best opportunities to upskill your workforce with average gap and match scores, comparing a worker's current portfolio of explicit and inferred skills to the skills listed on their job profile. You can uncover trends to discover top skills categories across management levels and job families.

- Where are opportunities to upskill workers?
- What are the top skills categories by management level?
- What is the match score signal by top 10 job family groups?

Diversity and inclusion

Surface curated and unique insights into business questions such as "Where are the gaps in promotions for females? Where can we improve female retention?" Additionally, Workday People Analytics is home to the VIBE Index™, which delivers a scorecard designed to transparently and objectively measure parity and equity across intersectional identities.

With the VIBE Index, you can answer questions such as "How does the experience of an Asian female employee compare to that of a white male employee when it comes to promotion rates or sense of belonging?" It enables organisations to holistically measure and benchmark diversity, equity, inclusion and belonging metrics. Gain insights across different intersections to elevate the employee experience companywide in terms of gender, ethnicity and generation. You can easily analyse representation, promotion rates and compensation to help identify opportunities for improvement across the entire organisation.

- What are key trends in female representation?
- Where can we improve female retention in the workforce?
- Where are the gaps in promoting females?

Organisation composition

Uncover trends in headcount movement to capture hires, transfers and terminations. For example, you may see an exceptional flux in transfers out of your organisation or a spike in terminations. You can also gain insights about span of control, average tenure, promotion rate, headcount footprint, organisational depth in layers, average time to promote, promotion gaps and internal movement trends. You can answer questions such as:

- Where is the organisation growing?
- Where are the gaps in compa-ratio?
- Where are the gaps in promotions?

Retention and attrition

Gain a deeper understanding of why your workers leave – and what you can do better to keep them. Learn the workforce turnover trends that are negatively impacting the overall attrition rate. For example, you can identify areas within your organisation that have a high churn rate and dive into the reasons why, and then 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, terminations by reason, termination type by quarter, termination by compa-ratio, key turnover trends and retention gaps. You can answer questions such as:

- Where do we lose the most new hires?
- Who is leaving?
- Where can we improve retention?

Hiring

Identify opportunities to improve the recruitment process and illuminate bottlenecks within the current hiring process. Analysing your people data through a hiring lens leads to more competitive offers that win candidates. You can also drill deeper into offer acceptance 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. You can answer questions such as:

- What are the key trends in hiring?
- Where does it take longer to hire?
- What areas do we need to focus on to stay competitive with offers?

Talent and performance

Discover new ways to develop your workforce and identify what employees need to foster their career growth and boost overall performance. Identify areas within your organisation that show variances of high performers deviating from the historical norm. Other analysis categories include high-potential 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 and key talent trends. Stories are surfaced in response to questions such as:

- What are key trends in talent?
- Where are we losing high performers?
- Where can we focus to improve performance?



Workday Prism Analytics: the data hub

Are you tired of manually merging data from Workday and other sources in Excel to gain a holistic view of your organisation's data? Good news: with Workday Prism Analytics, you get an easy-to-use solution that enables you to combine data from multiple sources, including Workday, into a single platform for more informed decision-making.

What it is

Workday Prism Analytics is a data hub that is native to Workday and enables you to ingest, secure and transform high volumes of data that lives outside of Workday with the people and financial data in Workday for richer insights and more informed decision-making. Workday Prism Analytics gives you the power to create custom data sets with built-in calculations that can be used across the Workday ecosystem for reporting and analysis, planning, and fuelling applications created with Workday Extend.

Common use cases for Workday Prism Analytics include areas such as payroll and benefits data, contingent labour data, benchmarking data, time tracking data, learning data and employee sentiment survey data stored outside of Workday.

Note: Workday Prism Analytics is an add-on product.

> "With Workday Prism Analytics, the turnaround time for data requests coming in that required consolidated information went from 3 weeks down to 24 hours. So our responsiveness to meet the demand for changes increased tremendously with Workday Prism Analytics.

Director, Workforce Analytics,
Warner Bros. Discovery



How Workday Prism Analytics meets top business needs

Skills-first approach

Unlock the full potential of your workforce by layering external data sets to identify your existing talent capabilities and recognise the ones you need to acquire in order to stay competitive. By integrating data from career development tools, talent marketplaces, employee reviews and other sources, you can efficiently manage internal mobility, nurture talent pipelines, facilitate career planning and effectively manage skills within your organisation.

Employee experience and engagement

To effectively address your organisation's most pressing people challenges, a comprehensive understanding of your data from multiple sources across the business is crucial. With Workday Prism Analytics, you can leverage the built-in voice-of-employee delivered data source from Workday Peakon Employee Voice and gain real-time insights into employee engagement, well-being, transformation and change, all in conjunction with other Workday data.

Pair the data with non-Workday data to develop a more comprehensive overview across the entire workforce, including historical hiring patterns, internal mobility, promotions, rewards, benefits, and employee feedback on performance evaluation.

Workforce transformation

Organisations can be empowered by valuable insights by integrating data from multiple systems such as facility badging, lease management, supplier contract management, contingent workforce management, compliance and tool usage, and consolidating all hiring and employment data into a unified platform such as Workday Prism Analytics. This allows for seamless analysis of data across business units, regardless of its original source, and enables organisations to gain a comprehensive view of critical topics such as the utilisation rate of office space, employee meeting time versus deep work time, productivity levels of sales and customer service representatives, job applicant lifecycle, employee incentives, compa-ratios and global workforce costs.



Do more with packaged solutions from Workday

Packaged solutions from Workday are designed to address emerging market trends, industry-specific requirements, cross-process orchestration and unique regional demands beyond our standard product offerings. These solutions include content, configuration and templates that can be easily deployed either through a Workday or partner services engagement or by the customer themselves.

Let's take a look at some examples with existing packaged solutions that leverage Workday Prism Analytics.

People History packaged solution:

This solution creates a centralised reference for an organisation's entire worker history, providing a comprehensive view of workforce data. With prebuilt Workday Prism Analytics templates, it's easy to seamlessly load legacy files and Workday data ingests to create key metrics. By leveraging a unified data model, organisations can effectively answer critical questions about their workforce, enabling them to make better data-driven decisions over time, especially in M&A use cases. You can answer questions such as:

- How has our employee diversity mix changed over the last 7 years?
- How have average turnover rates changed across job families over time?
- How has the promotion rate varied quarter over quarter in the past 10 years?

Flexible Work Sentiment Insights packaged solution:

As companies adopt hybrid working models and implement return-to-work policies, it's essential to measure employee sentiment and make necessary adjustments to optimise employee satisfaction, retention and collaboration. With the Flexible Work Sentiment Insights solution, organisations can combine Workday Peakon Employee Voice engagement survey results with Workday HCM data to create a comprehensive Workday Prism Analytics dashboard that delivers valuable insights into their workforce's response to returning to work.

By leveraging this data, organisations can make informed decisions and take action to ensure the success of their return-to-work policies. You can answer questions such as:

- How is flexible work impacting employee engagement?
- How does flexible work impact new employees' peer relationships?
- Do flexible workers feel there's an equal opportunity to grow as office workers?

Advanced Analytics Accelerator for Healthcare packaged solution:

This solution enables healthcare organisations to drive better business decisions by leveraging Workday Prism Analytics for easily accessible and critical insights. The foundational scope includes two components focused on labour and supply. Each component includes a Workday Prism Analytics data source and discovery board with several visualisations. The labour component helps healthcare leaders make difficult decisions about optimising staffing without over-extending staff or incurring rising labour costs. The supply component provides the insights to make better purchasing decisions to help streamline supply costs and understand case mix, as well as predict future stock levels and determine seasonality and stock-outs. You can answer questions such as:

- How much are we spending on supplies and what are the cost and usage trends?
- What is our staffing mix by location and cost centre?
- What is the average cost of an appointment by organisation?

Learn more about Workday packaged solutions here, or contact your customer success manager.

Analytics within Workday Peakon Employee Voice: the listener

Data provides invaluable insights, but the traditional workforce analytics approach has overlooked a crucial aspect: the employee's viewpoint. By incorporating the employee's voice, organisations can achieve a new level of understanding that was previously unattainable. Rather than relying on guesswork and employee focus groups, harness the power of real-time feedback and actionable insights by uncovering the "why" behind your data trends. Say goodbye to guesswork and hello to a data-driven culture that empowers your organisation to make informed decisions based on the employee perspective.

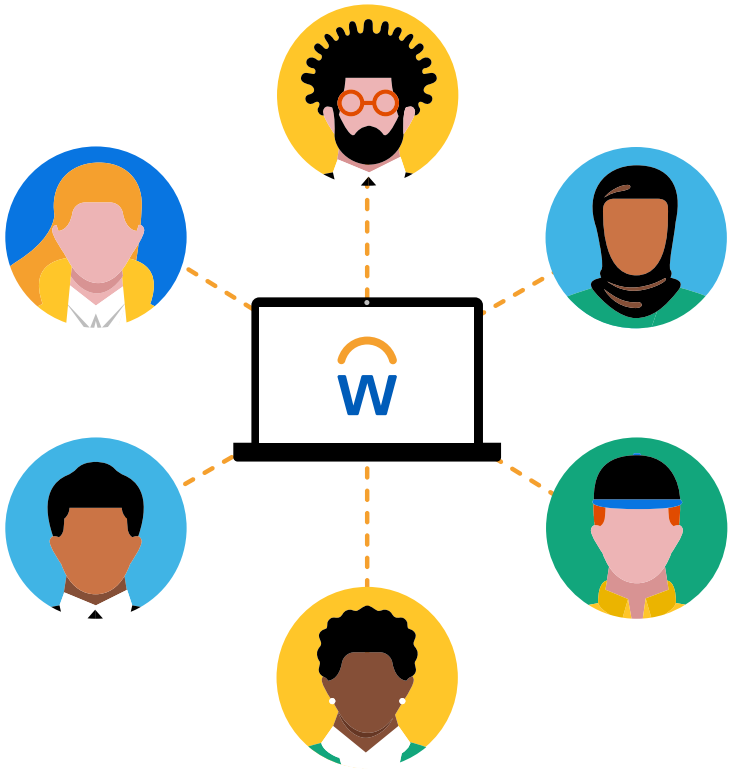
What it is

Workday Peakon Employee Voice provides a holistic overview of employee experience across the organisation with real-time insights into employee engagement, sentiment, productivity, well-being, thoughts on diversity and inclusion, and transformation and change data through a single unified platform. Adopting an active listening approach provides continuous insights to help leaders increase employee engagement, productivity and business performance. By intelligently listening to employees, organisations can better understand what matters most and take swift action.

Note: Workday Peakon Employee Voice is an add-on product.

> "Insights from Workday Peakon Employee Voice allow us to drive quicker transformation and be more agile in the way we plan our people strategy.
>
> **Director, People and Culture,**
> KFC

> "We chose Workday as a transformative partner to help us understand our employees from a different perspective, treat them as individuals rather than as a group, and change our culture.
>
> **Executive Vice President and Chief Marketing Officer,**
> Korean Air



How Workday Peakon Employee Voice meets top business needs

Skills-first approach

Identify employee needs for career growth and development to build a robust talent pipeline by gaining insights into questions such as:

- Do you feel that you're growing professionally?
- Does your job enable you to learn and develop new skills?
- Do you see a path to advance your career within the organisation?

Employee experience and engagement

Understand employee retention risk that will inform action plans to address critical areas of the employee experience. Gain insights from data around questions such as:

- How likely are you to recommend your workplace to others?
- Are you able to utilise your individual strengths at work every day?
- Do you feel a sense of belonging at your workplace?

Workforce transformation

Survey employees on current and future work guidelines for answers to questions such as:

- How satisfied are you with your organisation's health and well-being benefits?
- How well is organisational change and transformation managed in the workplace?
- Are you kept informed of how change and transformation initiatives impact your role?

Belonging and diversity

Consider the voice of your employee alongside worker data to add valuable insight to questions such as:

- How does our employee sentiment differ across gender, underrepresented minorities, ethnicity and generations?
- Which groups are our strongest promoters and detractors, and what can we learn from them?
- What action plans can we put in place to increase employee happiness across critical intersections of our business?



Synergy in action: relevant Workday analytics capabilities

Workday core reporting and analytics capabilities are included with your Workday HCM subscription. Unlike other workforce analytics tools that require a full-suite purchase, our tools are designed to be flexible and tailored to your specific needs. Each tool can be used as an individual add-on and easily mixed and matched to create a customised suite that suits your unique requirements.



Bringing it all together: a skills-first approach

Business problem:

How can I build a comprehensive picture of workforce skills in order to identify where to go next?

THE ANALYSIS TOOLKIT: Workday Core Reporting and Analytics	THE GUIDE: Workday People Analytics	THE DATA HUB: Workday Prism Analytics	THE LISTENER: Workday Peakon Employee Voice	HOW TO TAKE ACTION
Leverage prebuilt reports and configurable dashboards to monitor trends and analyse key worker attributes related to compensation, skills and experience, talent and work history (such as the "find workers" report)	With the power of Workday Skills Cloud, you can better understand the current skill set of your workforce with intuitive visualisations of top skills categories across management levels and job families. Quickly address talent gaps and prioritise the best opportunities to upskill your workforce with average gap and match scores.	Utilise our Skills Accelerator packaged solution built in partnership with Accenture that leverages Workday Prism Analytics and other Workday HCM products. Customers get actionable, data-led insights and scorecards to assess progress towards reskilling goals, paired with Accenture's thought leadership on the skills needed for a future tech workforce transformation.	Automatically surface employee sentiment data and trends related to topics covering career growth and progression, management support, accomplishment, goal-setting and more. The inbuilt state-of-the-art attrition prediction model provides visibility into the employee population groups at high attrition risk so you can make more proactive decisions.	• **Supplement skills assessments** with employee workshops to learn the skills that employees have, skills they'd like to develop, and skills their organisation is missing. • **Continuously analyse workforce data** to identify prevalent and lacking skills in departments and job roles so you can focus efforts on developing new skills or improving existing skills in those areas. • **Create a skills development plan** by identifying necessary skills, required resources and responsible teams.



Bringing it all together: pay transparency

Business problem:

How can I effectively evaluate and optimise compensation structure across the workforce?

THE ANALYSIS TOOLKIT: Workday Core Reporting and Analytics	THE GUIDE: Workday People Analytics	THE DATA HUB: Workday Prism Analytics	THE LISTENER: Workday Peakon Employee Voice	HOW TO TAKE ACTION
Use the pay equity dashboard to analyse and report on pay equity across ethnicity, age group and/or gender. Use the pay equity discovery board as a starting point for pay equity analysis by combining data from staffing, talent and performance and compensation, including visualisations.	Automatically surface precalculated metrics such as average compa-ratio, including visualisations of key trends breaking down by job families or locations, and more, as well as stories to better understand answers to business questions such as "What are key trends in target compensation?" and "What areas do we need to focus on to stay competitive with offers?"	Instantly merge non-Workday data to share a more comprehensive view of compensation such as employee stock options and vesting schedule, benefits selections, relocation services such as visas, and more.	Capture continuous direct employee sentiment and feedback on rewards structure, salary conversations with managers, processes for determining pay and more.	• **Empower people managers** to address concerns in a 1:1 setting or a team meeting based on indicators. • **Roll out a communication plan** to generate awareness. • **Think about new policies and support programmes** to bridge the gap between now and where you want to go. • **Share compensation data** to promote salary transparency (based on local and global laws).



Bringing it all together: employee performance

Business problem:

How can I accelerate employee performance at all levels within the business?

THE ANALYSIS TOOLKIT: Workday Core Reporting and Analytics	THE GUIDE: Workday People Analytics	THE DATA HUB: Workday Prism Analytics	THE LISTENER: Workday Peakon Employee Voice	HOW TO TAKE ACTION
Get a baseline understanding with easy visualisations such as employee movement and/or workers by length of service and management level.	Uncover deeper trends, top drivers, and detailed data sets to better understand where you are losing high performers or where to improve performance. Pair this with KPIs and standardised metrics calculations such as high-performers rate, high-potentials representation and more, alongside current rating overview trends.	Blend historical employee performance ratings from non-Workday data sources, such as with mergers and acquisitions or HR system changes. Layer with non-Workday data sources for a more holistic deep-dive into employee performance by analysing productivity data, qualitative feedback from external clients, feedback from external training programmes and more.	Further your analysis by using semantic search functionality for additional context for better career conversations; for example, search for terms such as *productivity, career development, manager guidance and coaching,* and so on.	• **Consider an internal mentor programme** for all levels within the business, including reverse mentoring. • **Empower employees and people leaders** to have effective performance conversations with helpful resources and training modules. • **Roll out short-term project opportunities for cross-functional collaboration,** and give employees a platform to use their strengths and highlight their skills to solve a unique company challenge.

Learn more

Check out these resources for a deeper dive into how the Workday workforce reporting and analytics landscape can empower you and your team:

- **Quick demo:** Workforce Analytics
- **Quick demo:** Workday People Analytics
- **eBook:** *Unlocking Potential Through Strategic Workforce Planning and Analytics*
- **eBook:** Plan Your Resilient Workforce: a Guide to Achieving Business Agility with Strategic Workforce Planning
- **Blog:** How Integrated Workforce Planning and Analytics Improve Business Agility
- **eBook:** *Becoming More Agile: a Global Study on Agility in High-Growth Enterprises*
- **eBook:** *The Engagement Edge: How your organisation can conquer the global engagement crisis – and realise the biggest competitive advantage out there*
- **Podcast:** "How Comcast Turns Data into Insights with Workday Prism Analytics"
- **Workday Success Plans:** Accelerate time to value and unlock the full power of your Workday investment

To learn even more, schedule time with our team of experts.





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