STREAMLINING THE CLOUD BASED SOLUTION WITH WORKDAY

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ABSTRACT

The need of today's ever changing Technology and HR landscape has organizations revisiting their guiding principles on what a potent cloud based solution should be able to accomplish. Small and medium size enterprises are looking to stay in step with their large enterprise comrades in terms of increasing operational and process efficiencies without multiplying administrative cost. As such, the need of the hour is a configurable, pliable and extensible solution that seamlessly adapts to a wide range of internal operations and lends itself to success in the event of a business expansion.

The Workday HCM suite is an integrated cloud-based platform with a vision to promote and streamline HR Transformation at its forefront. The HCM suite is regarded as the 'umbrella' under which specific modules such as Talent and Performance would reside. The Workday Talent Module is a key component of Workday's holistic Human Capital Management (HCM) solution. This integrated platform is designed to address the evolving needs of businesses where core talent management processes are concerned. The deployment of a unified HCM solution helps organizations to streamline key talent and performance processes, source and input impactful data across multiple work streams. A methodical and scalable approach to fundamental business process design also lends itself to more structured and actionable reporting, that is a key driver in managing employee engagement and retention. This technical article is written with the intent to provide deeper insights into the overall framework, features, and integration capabilities, that puts the Workday Talent Module at the forefront of modern day cloud based HR technology solutions.

Keywords: Workday Talent Module, Talent Management, Human Capital Management, Employee Engagement, Performance Management, Succession Planning, Career Development.

I. INTRODUCTION

The foundation of the Workday Talent Module is built on Workday's proprietary cloud-based Human Capital Management (HCM) platform. The design of this infrastructure uses key employee level data as building blocks to set up worker profile attributes under the HCM umbrella. These fundamental hierarchical structures such as supervisory organization hierarchy, Cost center hierarchy, Management level hierarchy, location hierarchies, etc are leveraged across the entire HCM suite by modules such as Talent, Benefits, Payroll, Recruiting and Learning. Here are some high level features that make Workday talent an robust yet flexible solution for today's emerging markets -

1. 1 CLOUD BASED AGILE METHODOLOGY:

The Workday solution was developed with a true cloud- based methodology in mind. The deployment methodology consists of an iterative tenant build approach, with all in-scope modules are building building their respective business process definitions and workflows in the same environment. There are 2 prototyping builds for a typical implementation, each followed by a comprehensive testing cycle. The third and final 'build' is called the 'GOLD' build which gets moved to production and becomes The Live Workday environment for the client. The business process definitions allow for a significant amount of flexibility based on the workflow

uniquenesses that might emerge in various geographical locations of business operations. Workday business process flows also seamlessly allow for conditional routing and conditional notification setup.

1.2 BUSINESS OBJECT BASED INFRASTRUCTURE:

In its most intrinsic form, The method of data collection and retention that Workday leverages is rooted in Business Objects. Every bit of information that is converted/loaded into Workday via data conversion bulk loads, or captured as part of a business process action, is a business object can can be acted on and reported on. By virtue of these data points not being static, any and all of these attributes and data points can be leveraged cross-functionally in order to inform a key decision in a secondary area of impact. An example of this would be when worker profile attributes such as Job History, Skills, Languages, Education are leveraged by the Recruiting work stream even though these items would be owned and maintained in Talent and Performance. Similar to this, An employees' Performance record would show their development plans, performance reviews and career interests in a unified manner providing a holistic and real time picture of an employees' overall performance and career trajectory.

1.3 USER BASED AND ROLE BASED SECURITY MATRIX:

Workday's approach to security is to be thought of as a core component of its delivered structure. All Workday modules correspond to 'domains' and 'domain security' policies and permissions that come prescribed from a 'Leading Practice' standpoint. However, these domain security permissions can be modified and adjusted based on critical and situational needs of growing or established organizations with nuances built into their everyday operations. Workday uses a combination of role-based security and user-based security to ensure that users only have access to data, reports and functionality pertinent to the 'chair' they occupy. Although the domain security policies are pre populated with delivered/standard security group assignments for user based security groups such as Business Process Administrators, Talent Administrators, etc, and role based security groups such as Managers, HR Partners, Talent Partners, etc, these assignments can be molded to ensure compliance and exclusive visibility.

II.   SALIENT HIGHLIGHTS OF THE TALENT AND PERFORMANCE MODULE

The Workday Talent and Performance module can be considered a one-stop-shop unified solution for capturing all events in an employee lifecycle. The workday Solution supplies a variety of features and combinations in which said features could be leveraged for an optimal HR and Employee experience.

2.1 MID YEAR AND ANNUAL PERFORMANCE MANAGEMENT:

The mid year and annual review processes are at the heart of the talent and performance management structure in Workday. Workday offers a wide range of informative data points that can be collected ad-hoc (throughout the year) or as part of a templated, structured flow by means of a business process workflow. The mid year and annual review templates can be customized to capture and pull in details on an employees' goals, feedback, competencies, open ended questions and include an 'overall' annual performance rating. This performance rating can then flow over to Compensation and help inform bonus and merit calculations at year-end.

2.2 SKILLS CLOUD:

This is a powerful feature within Workday Talent and Performance and serves to automate skill management and maintenance for Talent Administrators and HR. Workday Skills cloud is a cloud-based library of ~350,000+ crowd sourced skills that is accessible to Workday clients. This feature uses machine-learning technology and algorithms to populate 'suggested skills' for workers based on any and all skills that a worker input into their profile. This tool can also remove duplicate skills in the Workday tenant, significantly reducing any manual effort required to maintain a skills library. When used in conjunction with features like Opportunity Marketplace and Workday learning, skills cloud can suggest skills for an employee to develop based on the next career move they are interested in making and making recommendations on learning courses to take to develop and existing competency or skillset.

2.3 TALENT CALIBRATION AND SUCCESSION PLANNING:

The Talent Calibration process in Workday seeks to capture details on an employee's current potential in relation to their overall performance. These two data inputs inform critical year end HR and Leadership

conversations around bonus and incentive payouts based on impactful employee contributions during the performance year. The 'high potential/top performer' combination employees are the ones identified for succession plans for critical/high loss impact positions. Workday's built in reporting capabilities are highly effective in identifying workers with a defined set of characteristics (management level, geographical location, performance rating, etc.) for succession plans.

2.4 A CONFIGURABLE AND SCALABLE SOLUTION:

The Workday Solution and deployment methodology is built with the ever evolving HR Technology landscape and business in mind. It is an elegant platform that offers flexibility and structure in the way of in built recommendations on process design and reporting. Large and Medium enterprise organizations are able to consistently compare Workday's guiding principles to their current operations and identify gaps in their current process. By being able to configure and mold the Workday solution without compromising the integrity of the underlying functional, business process or security structures, Clients are able to make consistent comparisons between processes being followed by various organizations and draw actionable insights from the same.

Workday's robust standard as well as custom reporting capabilities ensure that all data being captured is reportable and exportable to draw valuable conclusions. Advanced custom reporting capabilities provide enhanced additional functionality with BIRT and Prism Analytics.

III.   CONCLUSION

The Workday platform and the Talent and Performance module Is designed to promote Employee Self Service and Manager Self Service and put the Employee back In charge of their own career progression within their organization. Given the latest climate in the HR Transformation space, Workday is a dynamic, cutting edge technology that promises to keep clients in step with modern day requirements by seamlessly integrating up-and-coming technology updates into their cloud platform.

ACKNOWLEDGEMENTS

IV.   REFERENCES

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