

aws marketplace

Workday Human Capital Management

# Reviews, tips, and advice from real users



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# Product Recap



Workday Human Capital Management

# Workday Human Capital Management Recap

Workday Human Capital Management is a single, unified system, offering one security model and a seamless user experience. Infused with artificial intelligence, Workday provides a cloud-based platform that intelligently adapts to your organization's evolving needs. This user-friendly, global system leverages AI to deliver personalized experiences and predictive insights, ensuring you're always on the latest version, whether on a browser or mobile device. As part of the unified Workday suite, which includes Financial Management, Payroll, and Recruiting, its AI capabilities help you make smarter, data-driven decisions for the future of your workforce.

# Valuable Features

Excerpts from real customer reviews on PeerSpot:

- ✓ “The unique selling point of Workday is its easy-to-use user interface, which is quite difficult in other ERP systems such as SAP or Oracle Fusion.”



**Amit\_Rai**

Senior Software Engineer at a consultancy with 1,001-5,000 employees

- ✓ “The reports I can download with compensation details come in a very organized manner, and I can record any future payments through the software, such as deferred cash bonuses that need to be paid one year later.”



**ApoorvVerma**

Senior Lead - Portal Rewards at BrowserStack

- ✓ “The most valuable feature of the solution is that it is a cloud-based system and easy to use.”



**Prashant Shetty**

Associate Director at Raytheon Technologies

✓ “Workday Human Capital Management is a user-friendly solution.”



**Thomas Göbel**

Head of global IT Management at Evonik Degussa Corporation

✓ “According to me, the most valuable feature is autonomy of business processes and the security configuration within the tenant, specifically the configuration. The solution is highly stable. It’s designed to handle most tasks automatically. I rate it a nine out of ten. The solution is highly scalable. I rate it an eight out of ten. This solution consistently supports its customers through its implementation partners or sales support. The setup is designed to be user-friendly and straightforward. Workday HCM is user-friendly and easier to implement within the organization”



**Amit-Rai**

Principal Consultant at a consultancy with 1,001-5,000 employees

✓ “Workday Human Capital Management's most valuable feature is self-service.”



**Gregory Maxwell**

Workday Financials & Adaptive Insights Project Manager at a media company with 1,001-5,000 employees



“The solution has good accessibility; it's easy to use and not very confusing.”



**Aishwarya Jayashilan**

Member - Admissions Committee at IMI

What users had to say about valuable features:

“The most valuable feature of the solution is that it is a cloud-based system and easy to use. The product's end users get a good experience, as it is a very comfortable tool to use with navigations that are easy to go through..”

**Prashant Shetty**

Associate Director at Raytheon Technologies

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“Workday Human Capital Management is a user-friendly solution. Employee record keeping is the most important feature of Workday Human Capital Management. The solution provides a reliable history of employee data and ensures safety, security, and data protection..”

**Thomas Göbel**

Head of global IT Management at Evonik Degussa Corporation

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“According to me, the most valuable feature is autonomy of business processes and the security configuration within the tenant, specifically the configuration. The ability to segregate processes, such as capital management or the hiring-to-retirement workflow, is valuable. This separation allows for configuration tailored to our organizational requirements, making these business processes particularly valuable.

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**Amit-Rai**

Principal Consultant at a consultancy with 1,001-5,000 employees

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“The reports I can download with compensation details come in a very organized manner. I can record any future payments through the software, such as deferred cash bonuses that need to be paid one year later. These features are saved easily and my team can complete tasks in a hassle-free manner.

“Workday Human Capital Management has reduced administrative burdens and smoothed the process. I would rate it nine out of 10. You can easily record future payments or compensation changes that need to be made effective. The information about employee codes, variable compensation plans, and which variable compensation the employee receives gets captured in a very intuitive manner..”

**ApoorvVerma**

Senior Lead - Portal Rewards at BrowserStack

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“The most valuable function in Workday Human Capital Management is that it is easy to implement and automates business processes, which is very important. It has dashboards and reports that are very helpful from an HR perspective, so everything you are doing and whatever is happening in the organization, all the data and graphs are just a few clicks away.

“Workday Human Capital Management provides a report writer and some pretty advanced analytics such as discovery boards and dashboards. For external data, it has Prism Analytics, so for analytics purposes, Workday is quite powerful. It can provide you data, and you can easily import, export, or create a model through that data in any other external BI tools or reporting tools as well. Workday itself has nice inbuilt tools that can be integrated with external tools such as Tableau or Qlik Sense.

“Regarding employee engagement, Workday Human Capital Management helps my company work with employees to make engagement simpler because when you implement Workday, you have a social media kind of front-end. You log in and search to find everything on your screen without complex coding. Users can see another employee's organizational information, such as who is working where, and they can interact with them through their emails or whatever they make public within the organization. This is one form of engagement. If your company has implemented payroll with Workday, all you need to do is log in, and everything related to pay is available in the system, which makes it very interactive. Employees are familiar with Workday in my organization. VPs, directors, or HR heads can access separate dashboards to see real-time data on what is happening, such as how many people have a notice period, how many are getting hired, attrition rates, and new hiring. The unique selling point of Workday is its easy-to-use user interface, which is quite difficult in other ERP systems such as SAP or Oracle Fusion.

“Workday Human Capital Management has inbuilt functionality to cooperate with compliance. For Germany, it is GDPR, and for the US, it has reports and forms such as NYS CEO's. Compliance is a common practice in every ERP software; it is available in all ERP systems to incorporate compliance country by country. It is also a key feature, and Workday is fully compliant based on the country in which it

is implemented..”

**Amit\_Rai**

Senior Software Engineer at a consultancy with 1,001-5,000 employees

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# Other Solutions Considered

“I have been part of this organization for a relatively short time, so I am not aware of which software was used previously. Before this role, I have not worked extensively with any HCM tool..”

**ApoorvVerma**

Senior Lead - Portal Rewards at BrowserStack

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“I've had experience with both Oracle SCM and Oracle Fusion. In comparison, these two tend to be more code-based and highly customizable. In contrast, Workday HCM is user-friendly and easier to implement within the organization.”

**Amit-Rai**


Principal Consultant at a consultancy with 1,001-5,000 employees

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“The main competitors of Workday Human Capital Management are SAP and Oracle Fusion, with PeopleSoft also being a notable contender in the market.

“For the ERP system, I choose Workday Human Capital Management. If we talk about alternatives, PeopleSoft is a good option..”

**Amit\_Rai**

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Senior Software Engineer at a consultancy with 1,001-5,000 employees

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“Our company also uses Workday HR Talent Management and Software Talent Management, which help in performance management and succession planning. My company uses Workday Learning to allow employees to explore various areas where they can learn something via training sessions.

Before the use of Workday Human Capital Management in our organization, we used to use PeopleSoft. As PeopleSoft did not meet our organization's criteria regarding the need for a product that can be deployed at a global level, we chose Workday for HR-related activities and ADP Global Payroll..”

**Prashant Shetty**

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Associate Director at Raytheon Technologies

# Use Case

“Workday Human Capital Management's key use case is the hire to retire business process. The business processes we have in Workday include hiring an employee, transfers, promotions, and termination processes. Pretty much everything that an organization does for human resources is automated..”

**Amit\_Rai**

Senior Software Engineer at a consultancy with 1,001-5,000 employees

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“My usual use cases for Workday Human Capital Management are that I am part of the total rewards team. My work cases involve viewing different employees' salary splits, compensation changes, when compensation changes happened, and what events triggered those compensation changes. I have to download reports from the repository containing salary details of all employees, including different components. Additionally, I record future bonus amounts and deferred cash bonuses for employees. These tasks are easily captured and recorded in the system..”

**ApoorvVerma**

Senior Lead - Portal Rewards at BrowserStack

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“Workday Human Capital Management is our company's global HR system where information related to all our employees, starting from the recruitment to the exit of any employee, is stored.

Our company uses Workday to manage employee information, including the hire-to-retain process. I use the solution in our company as an HR system to maintain all of our employee records. If someone becomes a part of the company as a newly hired employee, then such an employee's entire record in the tool starts from when he or she got recruited until the time he or she leaves the company. The information of employees includes all the information, like life cycles, events, promotions, compensation, and everything else that is maintained in Workday..”

**Prashant Shetty**

Associate Director at Raytheon Technologies

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“The solution is great for all kinds of projects. It efficiently addresses recruitment, finance, and supply chain management (SCM). Each can be independently implemented across the organization with a diverse range of products. It involves cloud technology and implementation, particularly related to a support project. Our client views Workday differently than other ERP systems; it operates entirely in the cloud, setting it apart in terms of terminology.

For instance, discussing project lifecycles typically follows a unique methodology, not the conventional one. Given its cloud-based nature, the stages involve transitioning from production to non-production. These are the terms we commonly use when developing or implementing Workday projects.

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**Amit-Rai**

Principal Consultant at a consultancy with 1,001-5,000 employees

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# Setup

The setup process involves configuring and preparing the product or service for use, which may include tasks such as installation, account creation, initial configuration, and troubleshooting any issues that may arise. Below you can find real user quotes about the setup process.

“The solution’s initial setup is very complex.

On a scale from one to ten, where one is difficult and ten is easy, I rate the solution's initial setup a one out of ten..”

**Thomas Göbel**

Head of global IT Management at Evonik Degussa Corporation

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“The setup process for Workday is pretty much simple. Workday gives you a default setup, and while you do need to set up some organizational structures, that is important for any ERP system. Workday provides a template, and once you fill in the organizational structure and upload it, it automatically creates and sets up the organizational structure, making the process quite simple..”

**Amit\_Rai**

Senior Software Engineer at a consultancy with 1,001-5,000 employees

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“The product's initial setup phase was easy. A proper training session is good enough to enable any user to start using Workday.

The time required to implement the product depends on the environment's complexity. In general, the implementation phase of the product at a country level takes about six to nine months..”

**Prashant Shetty**

Associate Director at Raytheon Technologies

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“The setup is designed to be user-friendly and straightforward. Since the solution operates in the cloud, you just need a tenant link, user ID, and password for easy setup. However, the setup may be more complex in larger organizations with diverse hiring and business processes like hire-to-retain. Still, the process remains code-free and relies entirely on user-friendly UI features. Implementers are crucial in configuring company departments, business processes, and call centers to match the organizational structure. .”

**Amit-Rai**

Principal Consultant at a consultancy with 1,001-5,000 employees

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# Customer Service and Support

“Whenever we have had issues related to its integration capabilities with other systems in our company with the product, we contact the in-house technical team we have for Workday..”

**Prashant Shetty**

Associate Director at Raytheon Technologies

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“I rate Workday's technical support quite good, about a nine out of ten. Workday has partners all around the globe, but you need to raise a ticket and wait a couple of hours for acknowledgment. However, you typically get a response the same day..”

**Amit\_Rai**

Senior Software Engineer at a consultancy with 1,001-5,000 employees

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“I have not communicated with the technical support of Workday for this product, but that area can be improved. We were trying to roll out the performance management process in Workday and were unable to customize it as per requirement. The person who manages the technical aspects was unable to customize the performance management system to our PMS requirements. Making tech support more accessible could help with customization needs..”

**ApoorvVerma**

Senior Lead - Portal Rewards at BrowserStack

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“This solution consistently supports its customers through its implementation partners or sales support. However, it's essential to note that there might be instances where they are not readily available, or their solutions may need to align practically with organizational structures or specific needs. For instance, Workday has limitations in customization, which could be a concern if you require additional features like buttons or links.

The support team might suggest subscribing to specific modules to achieve the desired outcome in such cases. While there may be room for improvement in technical support, the basics are well-covered, making it generally satisfactory for resolving common issues.

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**Amit-Rai**

Principal Consultant at a consultancy with 1,001-5,000 employees

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# Other Advice

“I recommend the solution to those who plan to use it. For payroll, ADP is recommended as it has a global presence in APAC regions and Europe.

I rate the overall tool a nine out of ten..”

**Prashant Shetty**

Associate Director at Raytheon Technologies

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“This solution is for human capital management. It doesn't limit the number of companies or employees, making it suitable for mid-sized and larger organizations. It is particularly advisable for mid-sized to larger companies due to its compatibility with their organizational needs.

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**Amit-Rai**

Principal Consultant at a consultancy with 1,001-5,000 employees

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“The software is from CaptivateIQ, not Adobe. I have not used the global compliance feature or advanced analytics. From an end-user perspective, I found the talent management tools effective, rating them nine out of 10. Workday Human Capital Management is considered a relatively costly module in the market. I am not sure about the cloud provider, and we do not have documentation, guides, or manuals. I have rated Workday Human Capital Management nine out of 10 overall..”

**ApoorvVerma**

Senior Lead - Portal Rewards at BrowserStack

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“Workday Human Capital Management is deployed on the cloud in our organization.

We implemented a self-service function. We have to find the right balance between shifting activities to the end user and increasing additional effort for training mistakes and handling calls from users.

Users should take care of the interfaces because we had a third-party interface solution in the middle, which increases its complexity.

Overall, I rate Workday Human Capital Management an eight out of ten..”

**Thomas Göbel**

Head of global IT Management at Evonik Degussa Corporation

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“I am using only Workday Human Capital Management, not anything else.

“I am not able to answer what metrics we use to measure the impact of Workday

Human Capital Management because that is a task for higher management, such as directors or CEOs. For us, Workday is user-friendly, and we use it frequently, but whether it is good for the company is not our call. If you provide me a Ferrari, that is fine, but if my CEO wants to give me a Lamborghini, I would say that is good too; however, that decision is not mine.

“I rate Workday's pricing around a six or seven because it is not very cheap. Pricing is based on employee count, so the more employees, the more costly it becomes due to cloud space and other factors. However, the module-wise pricing system makes it somewhat affordable since you do not have to purchase everything for each employee.

“I definitely recommend Workday Human Capital Management to other users. I give Workday Human Capital Management a final rating of eight out of ten, with two points deducted for security concerns and lack of customization..”

**Amit\_Rai**

Senior Software Engineer at a consultancy with 1,001-5,000 employees

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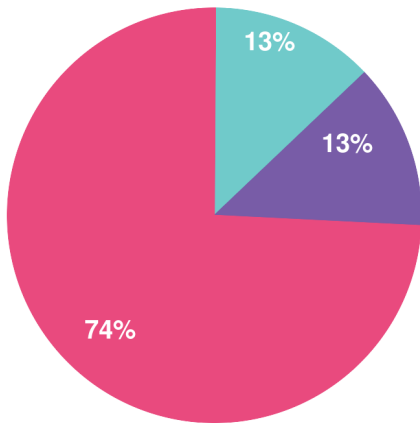
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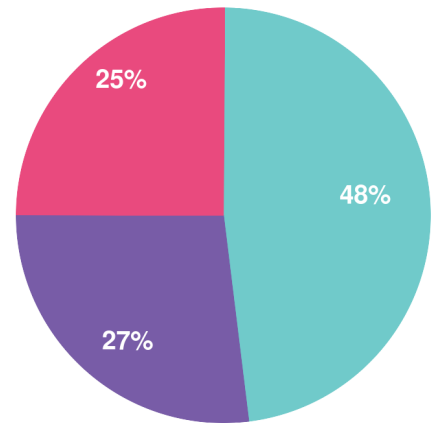


# Company Size

by reviewers



by visitors reading reviews



Large Enterprise      Midsized Enterprise      Small Business

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