

Rapport d'analyse

atechor



Workday

Dernière mise à jour : 19/02/2024

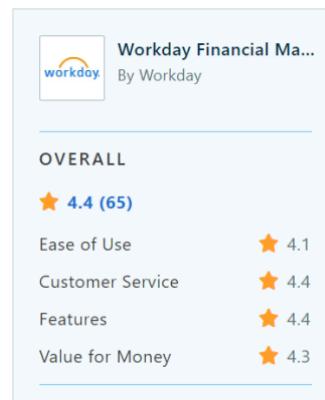
contact@atechor.com

Avis des utilisateurs : 8/10

Source	Nombre d'avis	Score
G2	1488	4 / 5
Capterra (HCM)	1332	4,5 / 5
Capterra (Financial)	65	4,4 / 5
Trustradius	580	7,9 / 10
Peerspot	48	4,1 / 5
Gartner	1074	4,25 / 5
Score moyen		4,20 / 5



([Capterra](#))



([Capterra](#))



Workday Reviews

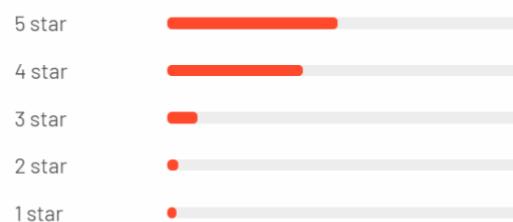
Vendor: [Workday](#)

4.1 out of 5 | [48 reviews](#)

([Peerspot](#))

1,488 Workday Reviews

4.0 out of 5



([G2](#))



Workday HCM

Score 7.9 out of 10

580 Reviews and Ratings • HR Management

([TrustRadius](#))



Workday Human Capital Management Reviews

by Workday in Cloud HCM Suites for 1,000+ Employee Enterprises

4.4 670 Ratings

Compare

Write A Review

([Gartner](#))



Workday Enterprise Management Cloud Reviews

by Workday in Cloud ERP for Service-Centric Enterprises

4.5 417 Ratings

Compare

Write A Review

([Gartner](#))

Récompenses et distinctions : 9/10

Gartner.Workday has been named a Leader in the Gartner® Magic Quadrant™. [Read Report](#)[\(Workday\)](#)Customers'
Choice 2023[\(Gartner\)](#)**Bard :**

« Workday a obtenu de nombreuses récompenses et reconnaissances ces dernières années, notamment :

2023 : Gartner Magic Quadrant for Cloud HCM Suites

2023 : Forrester Wave for Human Capital Management Suites, Q1

2023 : IDC MarketScape for Cloud HCM Suites

2023 : CRN Tech Innovator Award for HCM

2023 : Forbes Cloud 100

Workday a également été reconnu pour son engagement en faveur de l'innovation et de la responsabilité sociale, notamment :

2023 : World Economic Forum Technology Pioneer

2023 : Fortune Most Admired Companies

2023 : Top 100 Companies for Diversity, Inclusion & Belonging

2023 : Best Workplaces for Women

2023 : Best Workplaces for Millennials ».

Interface et expérience utilisateur : 9/10

Retours des utilisateurs sur l'interface :

Avis G2 :



Laura V.

Enterprise (> 1000 emp.)

Product Reviewed: Workday

[✉️](#) [🔗](#) [...](#)[Validated Reviewer ✓](#)[Verified Current User ✓](#)[Review source: G2 invite](#)[Incentivized Review](#)

Sep 06, 2023

"Making Work Feel Like a Breeze!"

Products used within Workday: [Workday HCM](#), [Workday Enterprise Planning](#)

What do you like best about Workday?

What I love most about Workday is its user-friendly interface. It's incredibly intuitive and easy to navigate, which makes managing tasks and accessing important information a breeze. Plus, the mobile app allows me to stay connected and productive on the go. Workday truly simplifies my work life!

What do you dislike about Workday?

one minor drawback is that sometimes it can take a bit longer to load large datasets or reports. However, this doesn't significantly impact my overall experience with the platform.



Nandagopal B.

Senior Specialist - Global CapEx Financial Analysis SSC

Mid-Market (51-1000 emp.)

Product Reviewed: Workday

[✉️](#) [🔗](#) [...](#)[Validated Reviewer ✓](#)[Verified Current User ✓](#)[Review source: G2 invite](#)[Incentivized Review](#)

Sep 25, 2023

"User friendly Workday Talent management system"

Products used within Workday: [Workday Talent Management](#)

What do you like best about Workday?

We use this Workday for storing the employee information's, such personal details, previous employment details and contact details. It helps to track the goal setting to yearly appraisal feedback. we can easily be able to track the compensation revisions history as well. it is highly secured website. it requires password + additional two security questions to login. this ensures the additional safety of the data. easy to track the request made to HR. It provides learning solution as we are getting many learning course in this workday.

What do you dislike about Workday?

no major cons about Workday. [It would be better improve smooth user interface.](#)

Dianne A.



Sales Development Representative

Outsourcing/Offshoring

Enterprise (> 1000 emp.)

Product Reviewed: Workday Spend Management

[Email](#) [Share](#) ...[Validated Reviewer](#)[Verified Current User](#)[Review source: G2 invite](#)[Incentivized Review](#)

Aug 28, 2023

"WORKDAY is design for every COMPANY in the world."

What do you like best about Workday Spend Management?

What I like the most in workday is it's simple interface that you don't have to ask your Boss how to use it. Just a simple click then back then you will simply find the information or simply do the task provided to you. I worked for 3 companies before and all of them are using WORKDAY like what workday again? ok, I know how to use this. That is how WORKDAY is famous for being so straight-forward and simple and yet very reliable tool between the company and the employees.

What do you dislike about Workday Spend Management?

I never encountered any bug in Workday as I mentioned that it's simplicity made it easy to use by just clicking then back then you will not lose your way in or out.

Surya S.



Enterprise (> 1000 emp.)

Product Reviewed: Workday Spend Management

[Email](#) [Share](#) ...[Validated Reviewer](#)[Review source: G2 invite](#)[Incentivized Review](#)

Aug 31, 2023

"Awesome tool - all in one multi purpose tool"

What do you like best about Workday Spend Management?

It is one of the most easiest and simplest interface I have come across in my professional career. Streamline of all the spendings at one place solves for multiple challenges in manual tracking otherwise. Automatic saving of incomplete expense report has helped me save so much time always.

What do you dislike about Workday Spend Management?

Not found anything to dislike as of now. Sometimes lag can be there but that's very minimum and happens with almost all tools we use. Overall happy using this in our office

Verified User in Higher Education ⓘ

Enterprise (> 1000 emp.)

Product Reviewed: Workday

[Share](#) ...[Validated Reviewer](#)[Verified Current User](#)[Review source: G2 invite](#)[Incentivized Review](#)

Sep 12, 2023

"Lots of potential, still growing and maturing, but coming up quickly"

Products used within Workday: Workday Spend Management

What do you like best about Workday?

Workday is well integrated among its modules and interfaces well with other systems.

**Verified User in Accounting** ⓘ

Enterprise (> 1000 emp.)

Product Reviewed: [Workday Financial Management](#)

...

Validated Reviewer ✓

Verified Current User ✓

Review source: Organic Review from User Profile

Sep 04, 2023

"It was amazing"**What do you like best about Workday Financial Management?**

orkday Financial Management for its user-friendly interface, real-time reporting, and automation capabilities, which can streamline financial operations and improve decision-making.

What do you dislike about Workday Financial Management?

Sometimes is not really working well , the system is not generating very well . but its all good

**Cody C.**

Mid-Market (51-1000 emp.)

Product Reviewed: [Workday](#)

✉️ ⚙️ ...

Validated Reviewer ✓

Verified Current User ✓

Review source: Organic

Oct 23, 2023

"NEW HRIS with an intuitive interface"Products used within Workday: [Workday HCM](#), [Workday Spend Management](#), [Workday Talent Management](#)**What do you like best about Workday?**

Workday for its user-friendly interface, robust HR and finance management capabilities, and cloud-based accessibility, which simplifies HR and financial processes for organizations.

[\(G2\)](#)**Avis Capterra :**

Ease of Use

★ 4.2

 **John J.** [in](#)
 Senior Financial Analyst
 Computer Software, 1,001-5,000 employees
 Used the software for: 1-2 years

Overall Rating	 5.0
Ease of Use	 5.0
Features	 5.0
Likelihood to Recommend	 10/10

Reviewer Source [?](#)
 Source: Capterra
 February 24, 2022

"Best HR tool a company can use"

Pros: My favorite aspect of Workday is the User Interface. The software is very easy to navigate for any user, and requires almost no training. I also love the personnel reports I can pull through Workday with our HRIS specialist.

Cons: The Workday implementation took a long time. It took months before the Workday team could implement this software for us to go live.

Switched From: Paylocity

Reasons for Switching to Workday HCM: Sophistication. Workday is more suited for a company of our size.

 **Lillian G.** [in](#)
 Human Resources Generalist
 Hospital & Health Care, 10,001+ employees
 Used the software for: 1-2 years

Overall Rating	 4.0
Ease of Use	 5.0
Customer Service	 4.0
Features	 5.0
Value for Money	 5.0
Likelihood to Recommend	 9/10

Reviewer Source [?](#)
 Source: Capterra
 October 7, 2023

"Easy to inspect, edit and access payroll information"

Overall: Excellent human resource management is made possible by Workday's integrated platform. Insights and statistics regarding employee preferences are provided, allowing for more informed decision making.

Pros: Workday is flexible software that facilitates many different aspects of human resource management. Workday HCM has user-friendly data analytics. By collecting and analyzing this data, we may gain useful understanding and improve our approaches to workforce management.

Cons: Workday does not offer a lot of room for user input. It also has trouble merging with other programs on occasion. In addition, there are sometimes technical difficulties. I think the user interface could use some work.

Switched From: Dayforce HCM and BambooHR

Reasons for Switching to Workday HCM: Benefits, changes to benefits, and payroll data are all simple to view. The relationship between Workday and its customers is one of true collaboration. They care about our

 **Kelly S.** [in](#)
 Marketing and Advertising Executive
 Restaurants, 10,001+ employees
 Used the software for: 6-12 months

Overall Rating	 5.0
Ease of Use	 4.0
Customer Service	 4.0
Features	 5.0
Value for Money	 5.0
Likelihood to Recommend	 10/10

Reviewer Source [?](#)
 Source: Capterra
 May 23, 2023

"Workday helps our company recover payroll benefits"

Overall: We are currently implementing Workday HCM across the organization for onboarding, benefits, staffing, time monitoring and absence management. We will be enabling the administrator self-management feature shortly. We will appreciate the ease of navigation and module features we started with Workday. I have previously used three workforce management systems - PeopleSoft, UltiPro and ADP. I consider Workday to be the Cadillac of such systems. In just six months, we have corroborated that the choice of HCM, benefits and payroll system was the right one. We liked the fact that all customers received the same version of the program and that there were partial semi-annual updates. The customization is in the business procedures that the delivering application creates within the system you have been given. No "bolts on". Another big plus for their team managers was visibility, and we appreciated the way security is role-based.

Pros: Our first experience was open enrollment last year. Those who tried it, stated that it was very simple and easy to use, [Workday's interface](#). Accountability and visibility for absence monitoring. Managers have the ability to look at each team member's time off, as well as each team member's balance. Our company encourages employees to control their personal information and gives them the ability to set up and assign by pay type their direct deposit, federal and state withholding. In addition, everyone has a different perspective on their payroll, focusing primarily on salaries.

[SHARE REVIEW](#) 



Verified Reviewer

HR Director

Information Technology and Services, 501-1,000 employees

Used the software for: 2+ years

Overall Rating

4.0

Ease of Use

2.0

Customer Service

2.0

Features

4.0

Value for Money

1.0

Likelihood to Recommend

1/10

Reviewer Source

Source: Capterra

September 11, 2020

[SHARE REVIEW](#)

"Money pit - a software company that charges you for regular updates to their software"

Overall: Everything you do with Workday costs money. Forget the annual licence cost, that's only part of it - every time you send an email or phone support you are on the clock. Twice a year when the software gets updated you are required to pay consulting fees to Workday or one of their service partners to test that the update actually works at your end. Most new features and enhancements are not provided for free as part of these updates, so you have to purchase them. Third party applications that supposedly integrate with Workday only do so after you pay thousands of dollars for Workday to set that up for you. Hidden costs everywhere - you need to budget for 25-50% per annum in service and other costs on top of your annual licence fee. Be warned - it is a unique business model in the software world.

Pros: The workflows are really good, particularly for recruitment and performance management

Cons: The interface is unusual from a UX perspective, and everything is very rigid. Workday offers little flexibility or user customisation, unless you are happy to spend a fortune with one of their service partners. Their expensive user training courses are absolutely appalling for adult learners - 4 days in a classroom flicking through a 500 page bound workbook, anyone?



Jonny C.

SEO Executive

Financial Services, 201-500 employees

Used the software for: 6-12 months

Overall Rating

3.0

Ease of Use

2.0

Features

3.0

Likelihood to Recommend

3/10

Reviewer Source

Source: Capterra

March 27, 2019

[SHARE REVIEW](#)

"Clunky staff software that makes work a chore"

Overall: Whilst I haven't experienced much software of this type, I can't help but feel there must be far better options than this out there. The clunky design, awful interface, frustrating processes and overall lack of thought into user experience makes WorkDay an unfortunately poor solution for workplace administration.

Pros: There are a lot of features in Workday, if you can find them, and the detail that can be stored and accessed across multiple users is good for things like procurement and staff administration. Being browser based as well means that there is no need to install anything on individual user devices.

Cons: There is next to no user experience. The journeys to do simple tasks are confusing and there are often seemingly multiple paths to do any task but only one that actually works. Error messages for not filling something in perfectly will often take you back to the start of the process. If you are using the procurement features, the notifications are sporadic and you will often be left to chase people in your company manually to find out what is going on. The design and interface is straight out of a warehouse inventory screen, like you'd see on an old beat up computer in the back of a massive warehouse of boxes. Not good and really uninviting to use. Having to do anything with this software feels like a huge chore.

(Capterra)

Avis Peerspot :

DimitriosTsaknakis

Senior Manager, Tech Advisory at PricewaterhouseCoopers

REAL USER

TOP 5

Jun 19, 2022

Great for HR management, with good usability and responsiveness

Pros and Cons

"It's easy to set up."

"The user interface could be modernized somehow."

**reviewer1974729**

Senior Research Associate at a financial services firm with 10,001+ employees

REAL USER

TOP 5



Oct 18, 2022

The solution's interface is clean, organized, and easy to use

Pros and Cons

- ✓ "The most valuable features of the solution are the usability, learning, and compliance tools."
- ✗ "The solution can be improved by speeding up the load time when pulling up information."

[\(Peerspot\)](#)

JULY 08, 2021



Workday Cloud Platform is really the Cadillac of HRIS systems

Alex Hurtado

HRIS Analyst

VCA Animal Hospitals (Hospital & Health Care, 10,001+ employees)

Share

Save



Score 10 out of 10

Vetted Review

Verified User

Incentivized

Use Cases and Deployment Scope

We currently use the system across our entire company. We use it to not just process payroll but also for our compensation, talent and performance, and recruiting needs. It is our main system of record for the company.

Pros and Cons

- ⊕ Searching for virtually anything is super easy
- ⊕ The reporting tool is very comprehensive
- ⊕ Workday does well in listening to needs via brainstorms
- ⊖ The reporting tool could be more user friendly. Maybe a drag and drop or easier for creating those calculated or conditional fields which can be a struggle

Likelihood to Recommend

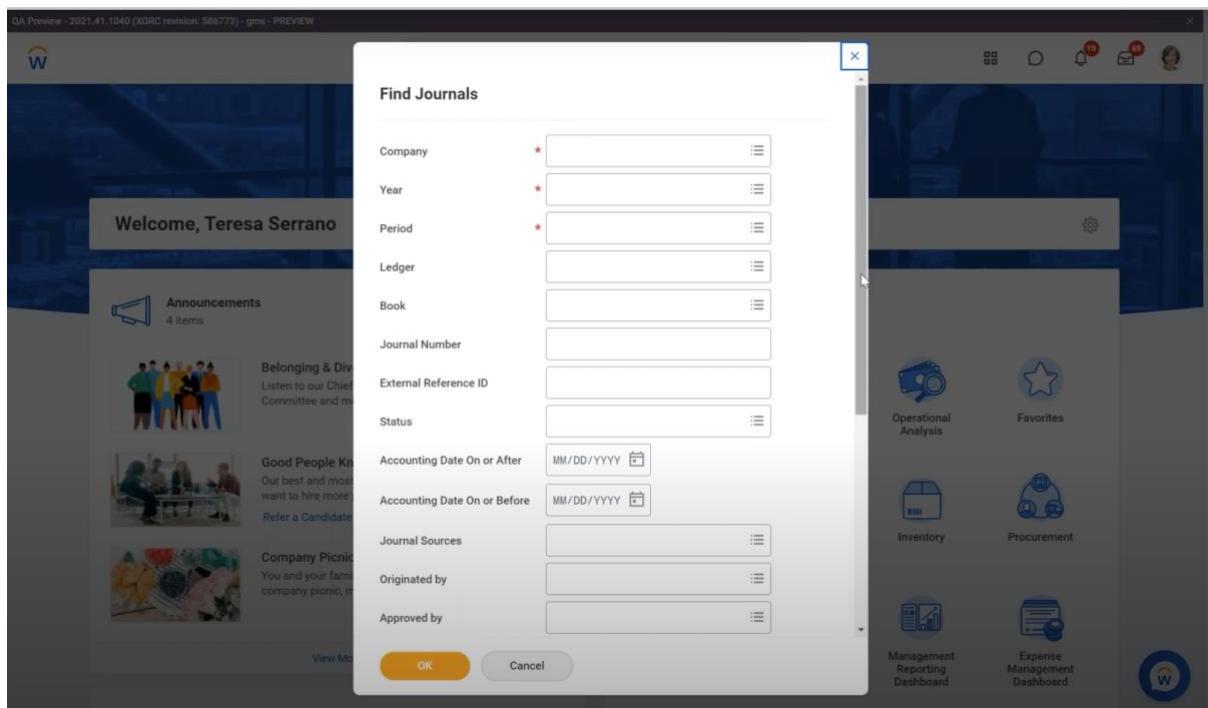
Compared to other systems I have used in the past this really is the Cadillac of HRIS systems. The user friendliness of it for the field from self-service to manager service is great

[\(Trustradius\)](#)

Interface en image :

The screenshot shows the Workday homepage for user 'Teresa Serrano'. The top navigation bar includes a search bar with the placeholder 'Search' and icons for notifications, messages, and profile. The main content area features a 'Welcome, Teresa Serrano' message. On the left, there's a 'Announcements' section with three items: 'Belonging & Diversity Town Hall', 'Good People Know Good People', and 'Company Picnic!'. On the right, there's a 'Applications' section with 15 items, each with an icon and a name: hc-04, Dashboards, Operational Analysis, Favorites, Financial Executive Scorecard, Revenue, Inventory, Procurement, Projects, Settlement, Management Reporting Dashboard, Expense Management Dashboard, and a blue circular icon with a white 'W'.

The screenshot shows the Workday homepage for user 'Logan mcneil'. The layout is similar to the previous one, with a 'Welcome, Logan mcneil' message at the top. The 'Announcements' and 'Applications' sections are identical to the first screenshot. On the right side, there is a vertical navigation menu with a user profile picture and the name 'Logan mcneil'. The menu items include: Home, My Account, Workbench, Sitemap, Favorites, Audit, Drive, My Reports, Documentation, Help, and Recovery Assistant. At the bottom right of the menu is a 'Sign Out' button.



QA Preview - 2021.41.1040 (XORC revision: 586773) - gms - PREVIEW

Find Journals

Details

Turn off the new tables view

13 items

Journal	Journal Number	Company	Status	Accounting Journal Event In Progress	Accounting Date	Total Ledger Debits	Total Ledger Credits	Currency	Source	Ledger	Book Code	Memo
Q	8219	Global Modern Services, Inc. (USA)	Posted		01/31/2017	2,380,300.00	2,380,300.00	USD	Manual Journal	Global Modern Services, Inc. (USA) : Actuals		COR
Q	8220	Global Modern Services, Inc. (USA)	Posted		02/28/2017	2,457,000.00	2,457,000.00	USD	Manual Journal	Global Modern Services, Inc. (USA) : Actuals		COR
Q	7560	Global Modern Services, Inc. (USA)	Posted		03/31/2017	12,657,000.00	12,657,000.00	USD	Manual Journal	Global Modern Services, Inc. (USA) : Actuals		Q17 Investment Activity
Q	8221	Global Modern Services, Inc. (USA)	Posted		03/31/2017	3,201,250.00	3,201,250.00	USD	Manual Journal	Global Modern Services, Inc. (USA) : Actuals		COR
Q	8222	Global Modern Services, Inc. (USA)	Posted		04/30/2017	2,031,250.00	2,031,250.00	USD	Manual Journal	Global Modern Services, Inc. (USA)		COR

QA Preview - 2021.41.1040 (XORC revision: 586773) - gms - PREVIEW

W edit reo

Edit Reorganization KLM Setup (01/01/2000)

Reorganization Name * KLM Setup

Reorganization Date * 01/01/2000

Description KLM New setup

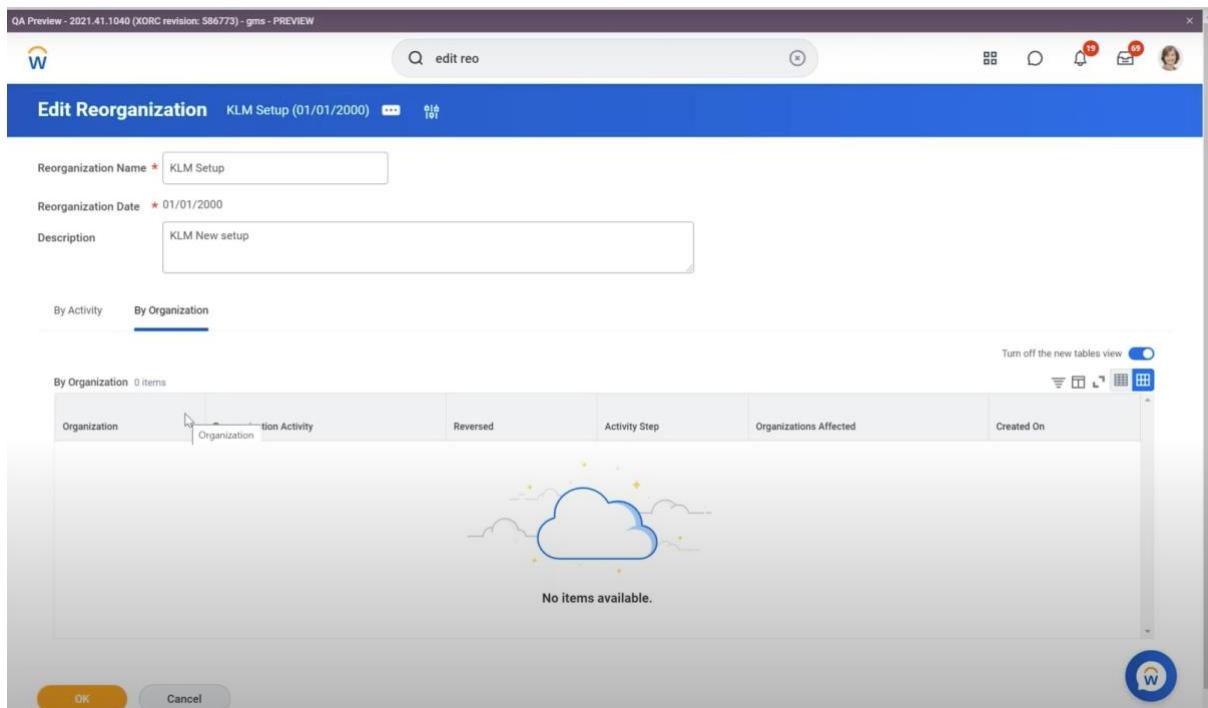
By Activity By Organization

Turn off the new tables view

By Organization 0 items

Organization	Organization Activity	Reversed	Activity Step	Organizations Affected	Created On
No items available.					

OK Cancel



QA Preview - 2021.41.1040 (XORC revision: 586773) - gms - PREVIEW

W cre com

Create Company

Reorganization KLM Setup (01/01/2000)

Availability Date * 01/01/2000

Name

Code

Include Code in Name

Subtype *

Visibility *

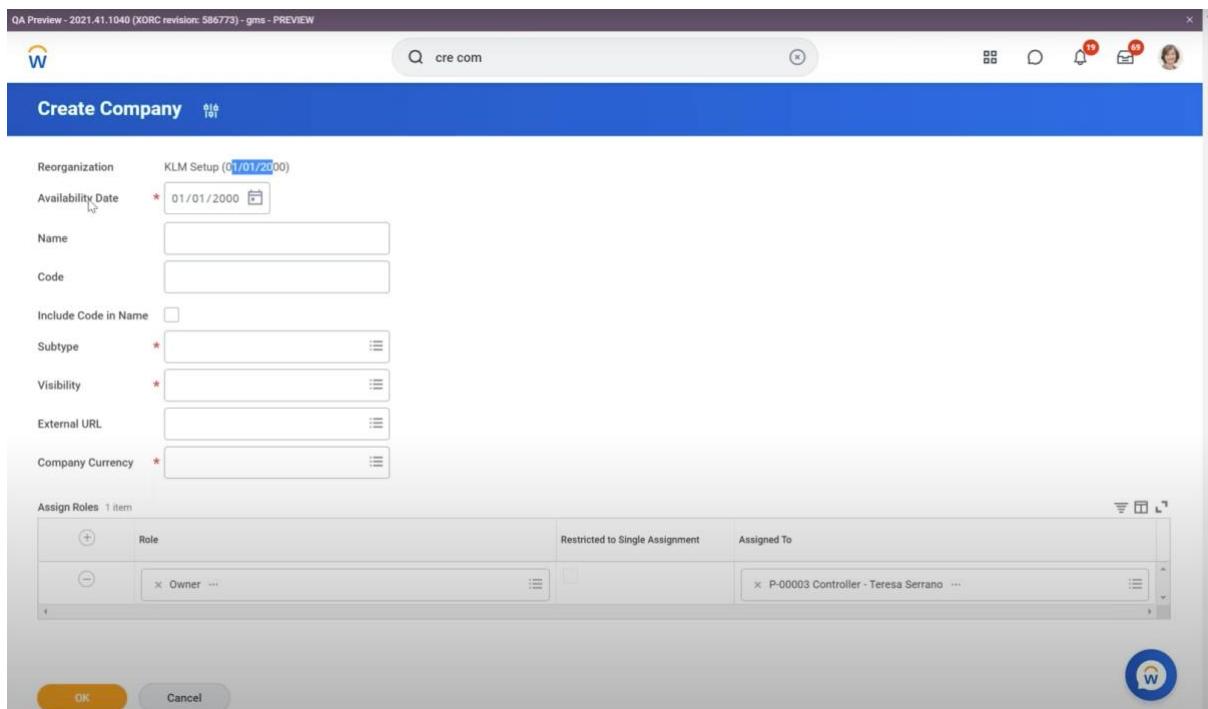
External URL

Company Currency *

Assign Roles 1 item

Role	Restricted to Single Assignment	Assigned To
Owner	<input type="checkbox"/>	P-00003 Controller - Teresa Serrano

OK Cancel



QA Preview - 2021.41.1040 (XORC revision: 586773) - gms - PREVIEW

The screenshot shows the 'View Reorganization' page. On the left, there's a sidebar with 'Reorganization Name' set to 'KL' and 'Reorganization Date' set to '01'. Below these are two tabs: 'By Activity' and 'By Organization', with 'By Organization' selected. Under 'Organization', there is one item: 'KLM1 KLM USA INC'. The main area is titled 'View Organization' and lists various actions for the company, such as 'View Company As Of', 'Company Edit', 'Create Cash Balance Treatment Rules', etc. At the bottom right of the main area, there's a table with columns 'Organizations Affected' and 'Created On', showing 'KLM1 KLM USA INC' and the date '10/04/2021, 9:13:31.808 AM by tserrano / Teresa Serrano'.

QA Preview - 2021.41.1040 (XORC revision: 586773) - gms - PREVIEW

The screenshot shows the 'Navigate Hierarchy' page. In the search bar at the top, it says 'cre com hie'. The main area displays a company hierarchy tree. At the top level is 'KLMG KLM Group' with the description 'Company Hierarchy Company'. Below it are two children: 'KLM1 KLM USA INC' (Company Company(subtype)) and 'KLM2 KLM India' (Company Company(subtype)). The 'KLM1 KLM USA INC' node has a small icon with a hand cursor over it, indicating it can be selected.

Edit Reorganization KLM Setup (01/01/2000)

Reorganization Name *	KLM Setup
Reorganization Date *	01/01/2000
Description	KLM New setup

By Activity By Organization

By Activity 5 items

Reorganization Activity	Reversed	Activity Step	Organizations Affected	Created On
Create Organization	<input type="checkbox"/>	Create Organization KLM1 KLM USA INC	KLM1 KLM USA INC	10/04/2021, 9:13:31.808 AM by tserrano / Teresa Serrano
Create Organization	<input type="checkbox"/>	Create Organization KLM2 KLM India	KLM2 KLM India	10/04/2021, 9:17:19.277 AM by tserrano / Teresa Serrano
Create Organization	<input type="checkbox"/>	Create Organization KLMG KLM Group	KLMG KLM Group	10/04/2021, 9:20:38.508 AM by tserrano / Teresa Serrano
Assign Included Organizations	<input type="checkbox"/>	Add Included Organization KLM2 KLM India to KLMG KLM Group	KLM2 KLM India KLMG KLM Group	10/04/2021, 9:21:59.035 AM by tserrano / Teresa Serrano
		Add Included Organization KLM1 KLM USA INC to KLMG KLM Group	KLM1 KLM USA INC KLMG KLM Group	

Turn off the new tables view

OK **Cancel**



Leager Global Modern Services, Inc. (USA) - Actuals

Accounting Date *	10/05/2021	Memo	External Reference ID
Period	Oct-2021 Actuals (Global Modern Services, Inc. (USA))	Adjustment Journal	<input type="checkbox"/>
Currency	* USD	Create Reversal	<input type="checkbox"/>
Journal Source *	x Manual Journal ...	Reversal Date	
Book Code		Include Tax Lines	<input type="checkbox"/>
		Control Total Amount	0.00
		Total As-Entered Transaction Debits	1,000.00
		Total As-Entered Transaction Credits	1,000.00

Journal Entry Lines Attachments

Journal Entry Lines 2 items

	Ledger Account	Debit Amount	Credit Amount	Memo	External Reference ID	Cost Center
Global Modern Services, Inc. (USA)	x 6100:Facilities ...	1,000.00	0.00		x KLMF KLM finance ...	
Global Modern Services, Inc. (USA)	x 1000:Cash ...	0.00	1,000.00			

Search Results (87)

- Payroll Local City Authority: New York City (New York-New York)
- Location: New York
- Location: New York 01
- Payroll Local County Authority: New York (New York)
- Tax Rate: New York City: State of New York (4.5%)
- Tax Rate: New York, State of New York (4%)
- Deduction (Workday Owned): NJ: New York - New Jersey Waterfront Commission Assessment - Employer Paid [USA]

Search

x Location: New York

x Bank Accoun BofA Checkir

Submit **Save for Later** **Cancel**



QA Preview - 2021.41.1056 (XORC revision: S87225) - gms - PREVIEW

The screenshot shows the Workday Business Process Record interface. At the top, there's a search bar with the placeholder "cre jou". The main header reads "Business Process Record" and "Journal: 10670 on 10/05/2021 for \$1,000.00 by Teresa Serrano". Below the header, there are three sections: "Up Next", "Do Another", and "Related Links". The "Up Next" section shows a task for Noah Pierce with a due date of 10/07/2021. The "Do Another" section has a "Create Journal" button. The "Related Links" section links to "Business Policy Document". The main content area displays details about the journal entry, including the "For" field (10670 - Global Modern Services, Inc. (USA) - 10/05/2021), overall process (Journal: 10670 on 10/05/2021 for \$1,000.00 by Teresa Serrano), overall status (In Progress), and due date (10/07/2021). It also shows tabs for "Details" and "Process", with "Details" currently selected. Below this, there's a "Journal Entry View" section with filters for "Journal", "Journal Number", "Status", "Event in Progress", and "Accounting Journal". Under "Journal Entry Information", it shows originated by Teresa Serrano and accounting date 10/05/2021. Under "Journal Entry Details", it shows memo and external reference ID both as "(empty)". A "Done" button is at the bottom left.

QA Preview - 2021.41.1056 (XORC revision: S87225) - gms - PREVIEW

The screenshot shows the "Create Journal" interface. The title bar says "Create Journal". The instructions say "Fill out the header information and click continue to enter journal lines." The form includes fields for "Ledger" (Global Modern Services, Inc. (USA) : Actuals), "Accounting Date" (10/05/2021), "Period" (Oct-2021 Actuals (Global Modern Services, Inc. (USA))), "Currency" (USD), "Journal Source" (Manual Journal), "Display Account Set" (empty), "Currency Rate Type" (empty), "Book Code" (empty), "Memo" (empty), "External Reference ID" (empty), "Record Quantity" (checkbox), "Enable Multicurrency" (checkbox), "Include Tax Lines" (checkbox), "Adjustment Journal" (checkbox), "Create Reversal" (checkbox), "Reversal Date" (empty), and "Control Total Amount" (0.00). At the bottom, there are "Continue" and "Cancel" buttons.

[\(Démonstration Workday\)](#)

Analyse : Les avis sur l'interface de Workday sont majoritairement positifs, c'est un des points forts de la solution. Les avis plus nuancés ou négatifs sont généralement plus anciens. De notre côté, nous avons vraiment apprécié l'interface, elle est claire, simple à appréhender, intuitive, moderne. Elle regroupe toute les qualités que recherchent les utilisateurs, bien que ce critère demeure subjectif.

Fonctionnalités et capacités : 7/10

Fonctionnalités

Finance :

Gestion financière :

- Comptabilité et finance
- Interpréteur comptable
- Analytics et reporting
- Audits et contrôle interne
- Clôture et consolidation
- Gestion des notes de frais
- Finance internationale
- Élaboration budgétaire
- Gestion de projets
- Gestion des revenus

Gestion des dépenses :

- Sourcing stratégique
- Gestion des contrats fournisseurs
- Procure to Pay
- Gestion des stocks
- Gestion des notes de fais

Budget :

- Élaboration budgétaire
- Planification RH
- Planification des opérations

Analytics & reporting :

- Analyse augmentée
- Hub de données
- Reporting & analyses centralisées

Workday propose également en plus une plateforme de gestion RH, appelée HCM dont voici les grandes fonctionnalités :

- Gestion du capital humain
- Gestion des ressources humaines
- Expérience collaborateur
- Écoute collaborateur
- Gestion des effectifs
- Gestion des talents
- Analytics et reporting
- Planification RH
- Paie locale et internationale

Analyse: Workday ne propose donc que la finance et la RH parmi les 10 facettes de gestion d'entreprise. Cependant, la solution peut aller loin dans ces dernières.

Intelligence artificielle intégrée

IA WORKDAY

Votre peuple. Notre IA. Appelez ça l'équipe de rêve.

Chez Workday, l'IA et l'apprentissage automatique (ML) sont au cœur de notre plateforme. Et dans le cadre de votre flux de travail, ils alimentent les prédictions intelligentes et l'automatisation comme personne d'autre ne le peut.

[Lire le livre blanc](#)

CE QUI NOUS DISTINGUE

Il y a l'IA. Et puis il y a l'IA à la manière de Workday.

Depuis près d'une décennie, nous investissons dans l'IA pour repousser les limites du potentiel humain. Aujourd'hui, cela est toujours vrai, avec des organisations de pointe qui utilisent Workday pour redéfinir le fonctionnement du travail.



L'intelligence est standard.

L'IA est intégrée au cœur de notre architecture d'applications, jamais intégrée. Cela offre à votre organisation une adaptabilité inégalée dès le début.

[Lire le blog](#)

Données de qualité. Et puis certains.

Nos utilisateurs créent plus de 600 milliards de transactions chaque année, ce qui se traduit par une offre solide de données propres et cohérentes dont le volume et la qualité sont véritablement uniques à Workday.

[Lire le blog](#)

Une IA intègre.

Nous sommes francs avec nos clients sur la manière dont nos modèles ML sont développés et évalués, et nous laissons toujours la prise de décision finale aux humains, jamais à l'IA.

[Lire le blog](#)

L'avenir du travail est celui d'un travail moins pénible.

Chez Workday, notre vision est d'utiliser l'IA pour éléver les capacités humaines et améliorer notre façon de travailler partout en rendant la finance et les RH plus intelligentes.



Maximisez le potentiel de vos collaborateurs.

Seul Workday intègre l'intelligence artificielle, vous pouvez donc l'exploiter là où vous travaillez. De l'identification des opportunités d'apprentissage et de croissance pour vos employés au recrutement plus rapide des meilleurs talents, et tout le reste.

[Apprendre encore plus](#)

Un financement plus rapide. Moins d'erreurs.

Pour moderniser la finance, les équipes doivent éliminer les tâches manuelles et répétitives afin de libérer du temps pour le travail stratégique. Seul Workday intègre l'IA dans nos applications pour fournir une automatisation intelligente et des recommandations assistées par l'IA.

[Apprendre encore plus](#)

Technologie basée sur l'IA. Une conception axée sur l'éthique.

Pour que les technologies d'IA soient dignes de confiance, la confiance doit y être intégrée. Workday est transparent sur la manière dont nos modèles sont conçus et sur la manière dont les données de nos clients sont utilisées pour les former.

Comment l'IA accélère ce que vous faites.

Vous avez des questions sur l'impact de l'IA sur votre rôle ? Sayan Chakraborty, co-président de Workday, a des réponses : regardez les deux premières vidéos de notre série de vidéos Q&AI pour découvrir comment l'IA change ce que vous faites et comment vous le faites.



Bureau du directeur financier.

Découvrez comment l'IA élimine les tâches répétitives pour libérer du temps pour un travail plus stratégique et comment elle aide les équipes à respecter les réglementations en constante évolution du secteur.

[Regarder maintenant \(1:30\)](#)



Bureau du CHRO.

Découvrez comment l'IA consomme de grandes quantités de données sur les compétences pour aider les équipes RH à recruter et à retenir les talents à grande échelle.

[Regarder maintenant \(1:30\)](#)

VOIR CE QUI EST POSSIBLE

IA intégrée. Pour tout mettre en œuvre.

Qu'il s'agisse de fournir aux décideurs de meilleures informations et prévisions ou de favoriser l'automatisation dans les domaines de la finance et des ressources humaines, l'IA dynamise votre entreprise de plusieurs manières.

CAPACITÉS CLÉS

- Ontologie des compétences
- Suggestions de compétences
- Correspondance des compétences
- Reporting de compétences
- Automatisation intelligente des processus
- Détection d'une anomalie
- Recommandations assistées par l'IA

RECHERCHE

Embrasser l'avenir du travail.

Nous avons interrogé des responsables financiers, informatiques et RH du monde entier sur l'avenir de l'intelligence artificielle et de l'apprentissage automatique en entreprise. Lisez les rapports pour connaître leurs réflexions sur les principales tendances et thèmes entourant l'IA.



AI IQ : aperçu de l'intelligence artificielle dans l'entreprise

[Lire le rapport](#)



Rapport sur les indicateurs mondiaux de l'IA de C-Suite : l'IA est le niveau supérieur ultime

[Lire le rapport](#)



« Workday est un pionnier dans la mise en œuvre de l'IA. L'IA et l'apprentissage automatique sont intégrés dans les processus métier réels, le flux de travail, la configuration et les résultats qui seront activés et générés par Workday à grande échelle.

Nitin Mittal, responsable de la stratégie mondiale d'IA, Deloitte

Augmentation de la productivité. Réduisez les risques.



IA intégrée.

Workday AI est au cœur même de notre plateforme afin que les équipes puissent l'utiliser dans le cadre de leur flux de travail naturel.



Approche réfléchie.

Nous appliquons l'apprentissage automatique et l'IA générative là où ils sont les mieux adaptés pour offrir le plus de valeur.



Fond de compétences leader.

Seul Workday permet aux organisations d'adopter une approche basée sur les compétences à chaque étape du cycle de vie des talents.



Des données riches et de qualité.

Avec plus de 65 millions d'utilisateurs sur notre plateforme, nos modèles d'IA apprennent à partir du plus grand ensemble de données financières et RH de qualité, point final.



Grands modèles de langage hybrides (LLM).

Nous combinons nos LLM et nos données avec des LLM tiers de confiance pour créer des solutions robustes et fiables.



Une IA responsable.

L'éthique, la confiance des clients et la réglementation mondiale émergente déterminent tout ce que nous faisons avec l'IA et le ML.



IA explicable.

Nous sommes transparents sur la conception de notre IA et les clients contrôlent toujours si leurs données sont utilisées pour entraîner nos modèles.



Approche centrée sur l'humain.

Notre IA aide les équipes à être plus productives tout en leur gardant le contrôle de toutes les décisions.

RESSOURCES

Des ressources rien que pour vous.

[Voir toutes les ressources](#)

BLOG

Comment les organisations basées sur les compétences peuvent utiliser l'IA pour créer les emplois de demain

[Lire le blog](#)

RAPPORT

Une approche centrée sur l'humain de l'IA sur le lieu de travail

[Lire l'étude](#)

BLOG

Comment l'IA et le ML alimentent l'avenir du travail

[Lire le blog](#)

EBOOK

Innovations Workday en matière d'apprentissage automatique

[Lire le livre électronique](#)

([Workday](#))

Bard:

« Workday ERP est une suite logicielle de gestion d'entreprise qui intègre un large éventail de fonctionnalités, notamment la gestion des finances, des ressources humaines, de la chaîne d'approvisionnement et de la production. Workday s'est engagé à fournir des solutions d'IA qui sont "intégrées, intelligentes et intuitives". Ces solutions sont conçues pour aider les organisations à améliorer l'efficacité, la prise de décision et la satisfaction des employés.

Voici quelques exemples d'IA ingérées dans Workday ERP :

- Assistant Workday: un chatbot conversationnel qui répond aux questions des employés sur les RH et les avantages sociaux.
- Extraction de données: utilise l'IA pour extraire automatiquement des données des documents RH, tels que les CV et les lettres d'embauche.
- Analyse prédictive: utilise le ML pour identifier les risques et les opportunités RH, tels que la fuite des cerveaux et les pénuries de talents.

- Automatisation des tâches: automatise les tâches manuelles répétitives, telles que la saisie des données et la création de rapports.
- Recommandations personnalisées: utilise l'IA pour fournir aux employés des recommandations personnalisées en matière de formation et de développement.
- Chatbots pour le service client: utilise l'IA pour répondre aux questions des clients et résoudre leurs problèmes.

Avantages des IA intégrées dans Workday ERP :

- Amélioration de l'efficacité: l'IA peut automatiser de nombreuses tâches manuelles, ce qui permet aux employés de se concentrer sur des tâches plus stratégiques.
- Meilleure prise de décision: l'IA peut fournir des données et des analyses en temps réel qui permettent aux dirigeants de prendre des décisions plus éclairées.
- Augmentation de la satisfaction des employés: l'IA peut offrir une expérience utilisateur plus fluide et plus conviviale.
- Gain de temps et d'argent: l'automatisation des tâches répétitives permet de réduire les coûts et d'améliorer la productivité.
- Meilleure compréhension des clients: l'analyse des données clients permet de mieux cibler les offres et d'améliorer la satisfaction client. »

Performances et usage de la solution



Verified Reviewer in
Workday Grant Administrator
Accounting, 5,001-10,000 employees
Used the software for: 2+ years

Overall Rating

4.0

Ease of Use

3.0

Customer Service

5.0

Features

5.0

Value for Money

5.0

Likelihood to Recommend

8/10

Reviewer Source

Source: Capterra
December 6, 2019

"Workday Financials Review"

Overall: Pretty good, however the points addressed as dislikes should be addressed as it would make workday more robust

Pros: What I like is the reporting options available in the financials model. It allows us to reconcile grant spending within the award management team along with the depts as all data points are in Workday. Users with the report Writer role are able to construct their own reports and schedule output for specific users as needed. Everything from award creation to sponsor billing can be done from one system.

Cons: There are constraints regarding billing for sponsors on grants for expenses posting outside of award line dates if the company is using a different system for timekeeping. There are also no award or grant compliance checks in workday leaving compliance auditing at risk

Switched From: VIENNA Advantage ERP & CRM

Reasons for Switching to Workday Financial Management: The old system was archaic and no longer able to be supported



Kelly S.

Marketing and Advertising Executive
Restaurants, 10,001+ employees
Used the software for: 6-12 months

Overall Rating

5.0

Ease of Use

4.0

Customer Service

4.0

Features

5.0

Value for Money

5.0

Likelihood to Recommend

10/10

Reviewer Source

Source: Capterra

May 23, 2023

[SHARE REVIEW](#) **"Workday helps our company recover payroll benefits"**

Overall: We are currently implementing Workday HCM across the organization for onboarding, benefits, staffing, time monitoring and absence management. We will be enabling the administrator self-management feature shortly. We will appreciate the ease of navigation and module features we started with Workday. I have previously used three workforce management systems - PeopleSoft, UltiPro and ADP. I consider Workday to be the Cadillac of such systems. In just six months, we have corroborated that the choice of HCM, benefits and payroll system was the right one. We liked the fact that all customers received the same version of the program and that there were partial semi-annual updates. The customization is in the business procedures that the delivering application creates within the system you have been given. No "bolts on". Another big plus for their team managers was visibility, and we appreciated the way security is role-based.

Pros: Our first experience was open enrollment last year. Those who tried it, stated that it was very simple and easy to use, Workday's interface. Accountability and visibility for absence monitoring. Managers have the ability to look at each team member's time off, as well as each team member's balance. Our company encourages employees to control their personal information and gives them the ability to set up and assign by pay type their direct deposit, federal and state withholding. In addition, everyone has a different perspective on their payroll, focusing primarily on salaries.

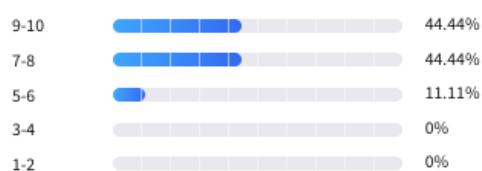
Cons: Out of the room, we didn't know what we didn't know. It took about 4 months to work out some of the personality issues and link the pieces together. Know how business processes affect each component individually. Some components are very finicky. In order for the system to work properly, there needs to be someone who is the in-house maintenance and troubleshooting specialist.

[\(Capterra\)](#)

Product Capabilities 4.5 
([Gartner](#))

Product Capabilities 4.4 
([Gartner](#))

Review Scores



Reviewer Sentiment



[Learn how we calculate reviewer sentiment](#)

[View all reviews](#)

Key Insights

 Would buy again
 + 14 more

 Delivers good value for the price
 + 9 more

 Happy with the feature set
 + 14 more

 Lived up to sales and marketing promises
 + 2 more

 Implementation went as expected
 + 4 more

 Usability
1 rating

[\(trustradius\)](#)

SEPTEMBER 02, 2021

Great tool for HR and performance management

Verified User

Analyst in Product Management
Apparel & Fashion Company, 5001-10,000 employees

 Score 9 out of 10  Vetted Review  Verified User 

Use Cases and Deployment Scope

[Workday Cloud Platform] is being used across the entire organization as a platform for employees to learn new things, manage their performance reviews such as asking fellow colleagues for feedback on [their] performance, giving colleagues feedback, manage cyclic reviews, and also [managing] absence leaves. [Workday Cloud Platform] serves as a single platform for all these tasks combined and eases day-to-day work.

Pros and Cons

-  It's very easy to ask fellow colleagues for their feedback on your performance and to give your colleagues your feedback.
-  It's simple to apply for absence leaves and gives full visibility into the different types of leaves that are left.
-  Your cyclic reviews are always stored in [Workday Cloud Platform], so you can always [go there] and refer to them.
-  The UI looks a bit outdated and can be made more user intuitive.
-  The process to view performance feedback given by employees is not the most efficient as it requires several clicks and is kind of counterintuitive.

Likelihood to Recommend

It's a great platform for performance and HR management. It also serves as a platform for employees to learn new things. I think it's not the best tool to manage your finances and there are better tools in the market to suit those capabilities.



MAY 20, 2021

Amazing HR Tool

Verified User

Analyst in Information Technology

Financial Services Company, 5001-10,000 employees



Score 8 out of 10

Vetted Review

Verified User

Incentivized



Use Cases and Deployment Scope

It is majorly being used as a People Management Tool to manage all the HR related activities across various departments. This is a solution to bring all activities at one place from recruitment/onboarding to Exit formalities. Also, it solves majority of problems of an employee as they can directly apply for leaves and can see all the documents in one place.

Pros and Cons

- ⊕ Easy to track everything like leaves, appraisals and performance.
- ⊕ The User Interface is very smooth and easy to use.
- ⊕ It supports mobile devices as well like Android and IOS.
- ⊖ Integration with different applications is a bit challenging.
- ⊖ Process flow is difficult to understand and hence implement.
- ⊖ Some of the features could be difficult to find.

Likelihood to Recommend

This is very well suited only for large organizations if you want a platform to track everything at one place without any hassle. It is not very much suitable for startups or companies with limited number of employees.

([TrustRadius](#))

**reviewer1883799**

Solution Architect at Zoom Video Communications



Jun 14, 2022

There is a lot to like about it. I really enjoy the business process framework. It's something that's really seamless. It allows you to have people within the flow. They get assigned a task to complete something to approve, etc. That's a really good piece of functionality that Workday offers. Their out-of-the-box reporting framework is also really powerful in terms of what it provides. These would be two things that I would highlight.

[Read full review >](#)

- ✖ "I would be happy if it was faster. Currently, when I try to navigate within the solution itself, it is a bit slow in terms of the page load time. When I click on something, it usually takes time to load. When you click on different icons or areas on the website, it is slow. Even when you navigate between different models, it is a bit slow. I would like to see a bit faster performance and a better user experience."

[\(Peerspot\)](#)

Mohini V.

Enterprise (> 1000 emp.)

Product Reviewed: [Workday Spend Management](#) ...[Validated Reviewer ✓](#)[Review source: G2 invite](#)[Incentivized Review](#)

Aug 25, 2023

"Workday is doing wonders in Spend Management too."

What do you like best about Workday Spend Management?

Workday Spend Management is a great management tool for extending the expenditures structure at one place, either it is for suppliers, or the cost cutting factors. It streamlines the spendings at once and hence, improves the performance for better outcomes.

What do you dislike about Workday Spend Management?

The tool has a lot of scope of improvement, leading to the UI performances. This tool has already done a lot of improvement but still performance-wise - it needs to perform optimally, without bringing any lag in the software.



Verified User in Transportation/Trucking/Railroad ⓘ

Mid-Market (51-1000 emp.)

Product Reviewed: [Workday](#) ...[Validated Reviewer ✓](#)[Verified Current User ✓](#)[Review source: G2 invite](#)[Incentivized Review](#)

Sep 13, 2023

"Workday is a mixed bag"

Products used within Workday: [Workday HCM](#)

What do you like best about Workday?

It's fairly user friendly, runs in the browser and is quite stable. It also gets regular updates. Works well with our current SSO provider which is Okta. Tech savvy users are able to use it quite well.

What do you dislike about Workday?

It's very very pricey, so not the best solution if you're small. It has limited customization options, and sometimes you run into some performance issues. For non-tech users, the UI is somewhat complex.



James D.

Mid-Market (51-1000 emp.)

Product Reviewed: Workday

[✉](#) [🔗](#) [...](#)[Validated Reviewer](#)[Verified Current User](#)[Review source: G2 invite](#)[Incentivized Review](#)

Sep 13, 2023

"Workday Review"

Products used within Workday: [Workday Spend Management](#)

What do you like best about Workday?

The best thing about the Workday application is that it user friendly and simple to use, it does the work quickly in minutes. We use it to mark our leaves and it is very useful and simple

What do you dislike about Workday?

At the moment the only thing I do not like about the application is that we are yet able to use it completely for attendance purposes, I guess it's not about the application error, but also from my organization. Once it's completely activated it will be gold.

[\(G2\)](#)

Analyse : Workday est un ERP performant. Son pari est de ne se spécialiser que dans la finance et les RH et proposer des fonctionnalités hautement pertinentes. La majorité des utilisateurs sont très satisfaits des capacités du logiciel. Néanmoins, un défaut est revenu à plusieurs reprises, les temps de chargement qui sont souvent trop longs. Pour un outil de cet acabit c'est regrettable.

Stabilité et évolutivité : 10/10

Scalability

4.5  (156)

([Gartner](#))

Que pense de la stabilité de la solution ?

Il est stable.

Que pense de la stabilité de la solution ?

Le produit est très stable. J'évalue sa stabilité à dix sur dix.

Que pense de l'évolutivité de la solution ?

Nous avons 1000 utilisateurs Workday. Nous l'utilisons quotidiennement. J'attribue une note de huit sur dix à son évolutivité.

Que pense de la stabilité de la solution ?

C'est une solution stable. Je donnerais une note de dix sur dix à la stabilité.

Que pense de l'évolutivité de la solution ?

Je donnerais une note de dix sur dix à l'évolutivité. Je suis un grand fan de Workday.

Environ 2 000 utilisateurs finaux utilisent cette solution dans notre organisation. Nous l'utilisons au quotidien.

Que pense de l'évolutivité de la solution ?

Workday est évolutif et nous avons 40 000 utilisateurs pour cela.

Que pense de la stabilité de la solution ?

C'est une solution très stable. J'évaluerais la stabilité à dix sur dix.

Que pense de l'évolutivité de la solution ?

Il s'agit d'une solution évolutive. Nous avons environ 1 000 utilisateurs qui utilisent cette solution dans notre organisation.

Que pense de la stabilité de la solution ?

J'attribue une note de six sur dix à la stabilité du produit.

Que pense de l'évolutivité de la solution ?

J'évalue l'évolutivité de l'outil à six sur dix. Environ 30 000 personnes utilisent la solution au sein de notre organisation.

Que pense de la stabilité de la solution ?

Il n'y avait pas beaucoup de problèmes avec la stabilité de la solution.

J'attribue une note de neuf sur dix à la stabilité de Workday.

Que pense de l'évolutivité de la solution ?

La solution est évolutive.

L'ensemble de notre personnel d'environ 100 000 personnes utilise la solution.

J'attribue une note de dix sur dix à l'évolutivité de Workday.

Que pense de la stabilité de la solution ?

J'évaluerais la stabilité de cette solution à neuf, sur une échelle de 10 à 10, un étant le pire et <> le meilleur.

Que pense de l'évolutivité de la solution ?

Je donnerais une note de huit à l'évolutivité de cette solution, sur une échelle de 10 à 10, un étant le pire et <> le meilleur.

Que pense de la stabilité de la solution ?

Je donnerais une note de sept sur dix à la stabilité de la solution.

Que pense de l'évolutivité de la solution ?

J'attribuerais une note de huit sur dix à l'évolutivité de Workday. Mon entreprise compte un millier d'utilisateurs pour la solution.

Que pense de l'évolutivité de la solution ?

Il était utilisé par l'ensemble du centre d'appels avec plus de 250 agents.

Que pense de la stabilité de la solution ?

Nous avons trouvé qu'il s'agissait d'une solution stable au cours de notre travail avec elle.

Que pense de la stabilité de la solution ?

Workday est fiable. Sur la base des récents accords de niveau de service (SLA) qui ont été publiés, le temps de disponibilité de la plate-forme est actuellement de 97 %.

Que pense de l'évolutivité de la solution ?

Workday est l'une des meilleures plateformes disponibles. Il est évolutif.

Si vous comparez Workday à ses concurrents et aux opportunités offertes par les concurrents sur une plate-forme ou un système HCM, cela vaut la peine de choisir Workday.

Environ 47 000 travailleurs à temps plein et occasionnels utilisent la solution.

J'attribue une note de neuf sur dix à l'évolutivité de Workday.

Que pense de la stabilité de la solution ?

La solution est stable.

Que pense de l'évolutivité de la solution ?

Workday est très évolutif et mon entreprise compte plus de 50 utilisateurs.

Que pense de la stabilité de la solution ?

Il s'agit d'une solution stable.

Que pense de la stabilité de la solution ?

La solution est stable mais peut parfois être lente.

([Peerspot](#))

Sécurité : 10/10



« Grâce à Workday, nous avons pu passer de 262 systèmes à une poignée d'applications essentielles, et améliorer par la même occasion notre sécurité, gagner en efficacité et booster notre innovation. »

– Chief Information Officer

Des processus conçus pour une protection en continu

Afin de protéger vos données de façon continue, Workday présente en détail les stratégies, procédures et processus opérationnels de nos data centers, de notre réseau et de nos applications.

▲ Data centers

Les applications Workday sont hébergées dans des data centers grâce à des sous-systèmes redondants et des zones de sécurité compartimentées. Les data centers appliquent les mesures de sécurité physique et environnementale les plus strictes. Les équipements nécessitent plusieurs niveaux d'authentification afin d'accéder à l'infrastructure critique.

Des systèmes de surveillance par caméra sont situés aux points d'entrée interne et externe, tandis que du personnel de sécurité assure la surveillance des data centers 24 h/24, 7 jours sur 7. Les data centers ont mis en place des protections environnementales redondantes et des systèmes de secours pour la gestion de l'alimentation, notamment des systèmes d'extinction des incendies, de gestion de l'alimentation, de chauffage, de ventilation et de climatisation, tous configurés selon une redondance minimale de niveau N+1.



▲ Sécurité du réseau

Nous garantissons la sécurité de notre réseau via des stratégies, procédures et processus éprouvés, tels que des outils de défense périphérique, de prévention et de détection des menaces, qui permettent de surveiller les modèles de réseau atypiques dans l'environnement client ainsi que le trafic observé entre les tiers et les services. Nous avons également mis en place un centre de sécurité international, actif 24 h sur 24, 7 jours sur 7, 365 jours par an.

De nombreuses évaluations des vulnérabilités externes conduites par des experts tiers analysent l'ensemble des immobilisations liées à Internet, comme les pare-feu, les routeurs et les serveurs Web, afin de prévenir tout accès non autorisé. Par ailleurs, nous procédons aussi à une évaluation authentifiée de la vulnérabilité interne du réseau et des systèmes afin d'identifier les failles et les anomalies potentielles par rapport aux règles générales de sécurité du système.

^ Sécurité des applications

Chaque étape de nos processus de développement, de test et de déploiement de nos applications est conçue pour assurer la sécurité de nos produits. Nos équipes dédiées aux produits et aux technologies recourent aux pratiques de responsabilité définies par le cycle de vie du développement logiciel sécurisé (SSDLC) ainsi que par DevSecOps. Notre processus de développement comprend une analyse approfondie des risques associés à la sécurité et une évaluation des fonctionnalités de Workday. Des analyses statiques et dynamiques du code source permettent l'intégration de la sécurité d'entreprise dans le cycle de vie du développement. Le processus de développement est également complété par une formation à la sécurité des applications destinée aux développeurs et par des tests d'intrusion des applications.

Avant chaque mise à jour, une entreprise tierce reconnue dans le secteur de la sécurité procède à une évaluation de la vulnérabilité de la sécurité à l'échelle de notre application Web ou mobile afin d'identifier les vulnérabilités potentielles. Cette société tierce utilise des tests conçus pour identifier les failles de sécurité standard et avancées des applications Web.

^ Chiffrement des données

Nous utilisons de puissantes technologies de chiffrement afin de protéger les données clients dynamiques ou statiques. Workday s'appuie sur l'algorithme du standard de chiffrement avancé (« Advanced Encryption Standard » – AES) avec une taille de clé de 256 bits pour le chiffrement au repos.

Le protocole TLS (« Transport Layer Security ») protège l'accès des utilisateurs sur Internet en sécurisant le trafic réseau contre les écoutes, le piratage ou la falsification de messages. Les intégrations sur fichier peuvent être chiffrées via le logiciel PGP ou via cryptographie asymétrique, au moyen d'un certificat généré par le client. Le protocole WS-Security est également pris en charge pour les intégrations de services Web dans l'API Workday.

Le service de gestion des clés (« Key Management Service » – KMS) proposé par Workday couvre la totalité de la gestion du cycle de vie des clés cryptographiques servant au chiffrement et au déchiffrement au repos des données client. De plus, les clients ont la possibilité d'utiliser leur propre clé afin de garder un contrôle absolu sur leurs clés fondamentales de chiffrement.

^ Audits

Workday fournit un ensemble complet de rapports mis à disposition des auditeurs et des administrateurs sur l'utilisation de l'environnement Workday par leurs utilisateurs. La piste d'audit, le journal d'activité des utilisateurs et les rapports d'authentification sont très appréciés des clients Workday et des auditeurs. Workday vous permet de suivre l'ensemble de vos transactions commerciales et de facilement consulter l'historique de vos données ainsi que les modifications de configuration.

^ Sécurité logique

Authentification

Workday authentifie chaque utilisateur ou système ayant accès à la plateforme. Les clients peuvent créer des identités d'utilisateurs finaux dans Workday ou les intégrer à partir de systèmes externes, tels qu'Active Directory. L'accès sécurisé à Workday dépend du rôle et prend en charge le protocole SAML afin de proposer une seule connexion et authentification pour la certification x509, à la fois pour les utilisateurs et les intégrations de services Web.

Prise en charge de l'authentification unique

Le protocole SAML offre une authentification unique et transparente entre le portail Web interne du client et Workday. Workday est également compatible avec OpenID Connect.

Connexion native Workday

Notre connexion native pour les produits d'entreprise Workday conserve uniquement le mot de passe sous la forme d'un hachage sécurisé qui se substitue au mot de passe en question. Les échecs de connexion, ainsi que les connexions et déconnexions réussies, sont consignés à des fins d'audit. Les sessions au cours desquelles l'utilisateur est inactif expirent automatiquement après une durée définie que le client peut configurer en fonction de l'utilisateur.

Workday propose des règles de mot de passe configurables qui incluent longueur, complexité, délai d'expiration et questions personnelles en cas d'oubli.

Sécurité configurable

Votre administrateur de sécurité de Workday peut contrôler les données auxquelles les utilisateurs peuvent avoir accès ainsi que les actions que ces derniers peuvent mener dans votre environnement client. Les outils tels que la configuration des rôles, des groupes de sécurité et des processus de gestion permettent aux administrateurs de mettre en œuvre les directives de votre entreprise en matière de sécurité, et de les mettre à jour au fil de votre croissance.

([Workday](#))



Nandagopal B.

Senior Specialist - Global CapEx Financial Analysis SSC

Mid-Market (51-1000 emp.)

Product Reviewed: Workday

[✉](#) [🔗](#) ...

Validated Reviewer ✓

Verified Current User ✓

Review source: G2 invite

Incentivized Review

★★★★★ Sep 25, 2023

"User friendly Workday Talent management system"

Products used within Workday: [Workday Talent Management](#)

What do you like best about Workday?

We use this Workday for storing the employee information's, such personal details, previous employment details and contact details. It helps to track the goal setting to yearly appraisal feedback. we can easily be able to track the compensation revisions history as well. it is highly secured website. it requires password + additional two security questions to login. this ensures the additional safety of the data. easy to track the request made to HR. It provides learning solution as we are getting many learning course in this workday.

**Kavita R.**

Human Resources Executive
Mid-Market (51-1000 emp.)
Product Reviewed: Workday

Validated Reviewer ✓

Verified Current User ✓

Review source: G2 invite

Incentivized Review

Oct 02, 2023

"Manage Employee Data Effectively"

Products used within Workday: [Workday HCM](#), [Workday Financial Management](#), [Workday Spend Management](#), [Workday Talent Management](#)

What do you like best about Workday?

The best about workday is its data security with encryption that secure the employee data. It tracks the employee data that includes time tracking, payroll, leave requests and approvals.

(G2)

**Amanda G. in**

Human Resources Generalist
Hospital & Health Care, 10,001+ employees
Used the software for: 1-2 years

Overall Rating

4.0

Ease of Use

5.0

Customer Service

4.0

Features

4.0

Value for Money

4.0

Likelihood to Recommend

8/10

Reviewer Source

Source: Capterra

August 24, 2023

"All employee data and documents are secure"

Overall: There were far too many overlapping databases. Our answer to reducing system complexity and utilization was to use Workday. In general, it has been useful in reducing instances of duplicate data.

Pros: Workday has so many features and capabilities that it has completely superseded a number of other programs. The ability to complete the entire hiring procedure during normal business hours was a welcome bonus. [Employee records and other paperwork can be stored securely.](#)

Cons: Not that I actively detest it, but locating specific products has always been a challenge. The former, in addition to a search that is occasionally sluggish and glitchy, can completely ruin my mood.

Switched From: [TriNet Zenefits](#) and [Paycor](#)

Reasons for Switching to Workday HCM: I enjoy how well Workday works with other applications. It simplifies the process of managing data and its flow. For larger, expanding organizations, I can't suggest Workday enough.

(Capterra)

Workday Security Rating

A **828** / 950

Workday's security rating is based on the analysis of their external attack surface. The higher the rating, the better their security posture. [Start a free trial](#) to get a more in-depth risk assessment for Workday.

(UpGuard)

Analyse : Workday est une solution très fiable, elle est conforme au RGPD et aux réglementations européennes. Cet ERP répond aux exigences du marché grâce à son ensemble de mesures clés. Nous retrouvons en effet toutes les parties essentielles à la sécurisation des flux, des données et des

utilisateurs : audit, authentification, chiffrement des données, sécurisation du réseau et des datacenters en continu. De plus, Workday met à disposition une documentation de qualité qui permet aux clients de sécuriser au mieux leur activité sur Workday.

Connectivité et intégration : 8/10

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Modern Hire helps companies continually improve hiring through more personalized, data-driven experiences for candidates, recruiters, and hiring managers ...

[Read More](#)**Monster Worldwide, Inc.**

EMERGING PARTNER

Monster is a global leader in connecting people and jobs. Every day, Monster aims to make every workplace happier and more productive by transforming the way ...

[Read More](#)**Morneau Shepell**

EMERGING PARTNER

Morneau Shepell is a leading provider of technology-enabled HR services that delivers an integrated approach to well-being through our cloud-based platform ...

[Read More](#)**MoSeeker**

EMERGING PARTNER

MoSeeker is a leading revolutionary AI-based provider of social recruiting technology. MoSeeker's vision is "Matching every ...

**MuleSoft**

ACCESS PARTNER

MuleSoft provides a widely used integration platform for connecting any application, data source or API, whether in the cloud or on-premises. With ...

**N2N Services Inc.**

EMERGING PARTNER

N2N Services Inc. offers standards-based, turnkey, secure data integration, powered by APIs (Application Programming Interfaces) that are critical to the ...

**Nayya Health**

EMERGING PARTNER

Nayya is a software company that uses data science and personalization to simplify the way consumers choose and use their insurance plans and benefits.

**Nelnet Campus Commerce**

SELECT PARTNER

Nelnet Campus Commerce delivers payment technology for a smarter campus. Our product suite uses the latest technology to create a unique and integrated payment ...

[Read More](#)**Neocase Software**

ACCESS PARTNER

Neocase is the right choice for cloud-based HR service delivery for Workday customers. Neocase includes case management, intelligent knowledge base ...

[Read More](#)**Netskope**

EMERGING PARTNER

The network perimeter is dissolving. A new perimeter is needed that can protect data and users everywhere, without introducing friction to the business ...

[Read More](#)**Northstar**

WORKDAY VENTURES PARTNER

Northstar is the employee financial wellness platform. With innovative fintech tools and a team of in-house financial advisors, Northstar helps companies ...

[Read More](#)**O.C. Tanner Recognition Company**

ACCESS PARTNER

O.C. Tanner is a world leader in helping people thrive at work. Through our innovative cloud-based software we provide a range of strategic recognition ...

[Read More](#)**Obsidian Security**

EMERGING PARTNER

The use of SaaS apps is exploding and security teams need to protect users and data in SaaS but they lack basic visibility of users, data, and applications ...

[Read More](#)**Okta**

SELECT PARTNER

Okta is a cloud based Identity and Access Management service that enables enterprises to deploy, secure and manage all of their cloud and web applications ...

[Read More](#)**One Identity**

ACCESS PARTNER

OneLogin is a cloud-based Identity and Access Management provider that accelerates application deployment, automates user provisioning/deprovisioning, and ...

[Read More](#)**OnShift**

EMERGING PARTNER

OnShift's next-generation platform fundamentally transforms the relationship between healthcare organizations and their workers. Our innovative approach to ...

OrgChart**OrgChart, LLC**

EMERGING PARTNER

OrgChart is a cutting-edge cloud-based software designed to streamline the automated creation of organizational charts.

[Read More](#)**OpenSesame**

CONTENT CLOUD PARTNER

OpenSesame develops some of the world's highly productive and admired workforces. With a comprehensive catalog of 25,000+ eLearning courses from the ...

[Read More](#)**Oppty**

EMERGING PARTNER

Oppty combines their purpose-built AI, machine learning and advanced skills-based contextual matching technology to remove friction between talent and ...

[Read More](#)**Order.co**

SELECT PARTNER

Order.co simplifies buying for businesses. Order.co's seamless integration with Workday Procurement enables businesses to procure all their ...

**Paradox**

WORKDAY VENTURES PARTNER

Paradox was founded on the belief that if companies get the people thing right, they can build teams that change the world. The startup is leading the way in ...

[Read More](#)**Parchment**

EMERGING PARTNER

Parchment believes credentials matter in the lifelong journey of a learner. We provide an efficient, easy-to-use platform to help academic institutions ...

[Read More](#)**Payslip Ltd.**

EMERGING PARTNER

Payslip is a leading technology platform for the delivery and management of global payroll at multinational companies. Payslip provides a cloud platform for ...

[Read More](#)**Phenom**

SELECT PARTNER

The PhenomTalent Relationship Marketing Platform includes a career site that provides personalized candidate experiences, predictive search, content curation ...

[Read More](#)**Ping Identity**

ACCESS PARTNER

Ping Identity is a leader in Identity Defined Security for the borderless enterprise, allowing employees, customers and partners access to the applications ...

[Read More](#)**Pipeline Equity**

WORKDAY VENTURES PARTNER

Pipeline improves the financial performance of companies by closing the intersectional gender equity gap (gender plus race, ethnicity, and age) ...

**Pluralsight, LLC**

CONTENT CLOUD PARTNER

Pluralsight is the leading technology workforce development company that helps teams build better products by developing critical skills, improving processes ...

**Prevedere Inc.**

WORKDAY VENTURES PARTNER

Prevedere provides predictive analytics solutions for Intelligent Forecasting. We combine the world's data with AI-based econometric modeling engines and ...

**Procore Technologies, Inc.**

ACCESS PARTNER

As a dedicated partner, we have a business built for this industry by people from this industry — whether it's a general contractor building on ...

**Prodigo Solutions, Inc.**

ACCESS PARTNER

Prodigo Solutions is a healthcare supply chain technology company that drives savings through measurable improvements to contract compliance and operational ...

[Read More](#)**proofpoint.****Proofpoint**

EMERGING PARTNER

Proofpoint, Inc. is a leading cybersecurity company that protects organizations' greatest assets and biggest risks: their people. With an integrated ...

[Read More](#)**pulsESG, Inc.**

WORKDAY VENTURES PARTNER

pulsESG™ is a public benefit corporation dedicated to empowering purpose-driven enterprises to manage and improve their ESG footprint with an integrated ...

[Read More](#)**Pymetrics**

WORKDAY VENTURES PARTNER

Founded by Harvard/MIT-trained PhDs, pymetrics uses neuroscience data and AI to help global clients like Unilever, Accenture and LinkedIn make their hiring and ...

[Read More](#)**Questionmark**

EMERGING PARTNER

Questionmark provides a secure enterprise-grade assessment platform and professional services to leading organizations around the world, delivered with care ...

[Read More](#)**Quottly, Inc**

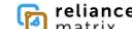
EMERGING PARTNER

Quottly provides integrated software solutions that increase equity, access, and achievement for the modern student and the institutions that serve them. The ...

[Read More](#)**Radancy**

EMERGING PARTNER

We're a leading cloud-based talent acquisition software provider intelligently solving the most critical challenges for enterprises globally and ...

[Read More](#)**Reliance Matrix**

EMERGING PARTNER

Reliance Matrix delivers employee benefit, absence management and workforce productivity solutions through the financial stability of a top-rated insurance ...

[Read More](#)**Relish**

EMERGING PARTNER

Relish is a user-first B2B app development and platform company extending enterprise applications to maximize return on investment, protect against third-party ...

**RippleMatch**

EMERGING PARTNER

RippleMatch is the recruitment automation platform changing how college students find work. By replacing job boards with matching and automation, RippleMatch ...

**Rooster**

EMERGING PARTNER

Rooster is not just a scheduling tool; we're the future of professional interactions. Engineered exclusively for Workday customers and backed by ...

**Rootstock Software**

SELECT PARTNER

Rootstock Cloud ERP enables Workday customers in manufacturing, distribution and service to take a more customer-centric and complete view of operations across ...

**SailPoint**

SELECT PARTNER

SailPoint, a leader in enterprise identity management, brings the Power of Identity to customers around the world. SailPoint's open identity ...

[Read More](#)**Salary Finance**

EMERGING PARTNER

Founded in 2015, Salary Finance helps employers develop and implement financial wellness programs that improve employee productivity and retention, while ...

[Read More](#)**salesforce.com**

SELECT PARTNER

Salesforce.com is the enterprise cloud leader for sales and marketing. The company's flagship sales and CRM applications—help companies connect ...

[Read More](#)**Sapia&Co Pty Ltd**

EMERGING PARTNER

Sapia's Smart Interviewer helps you win the right talent, fast. Through a smart online chat, Sapia's smart interviewer Phai finds your perfect ...

[Read More](#)**Saviynt**

ACCESS PARTNER

Saviynt is an industry leading, global SaaS provider of Cloud Security and Identity Governance solutions. Saviynt enables enterprises to secure all ...

[Read More](#)**Scoop Technologies**

WORKDAY VENTURES PARTNER

Scoop is one of the largest carpooling solutions in the United States, partnering with some of the world's most forward-thinking organizations to offer ...

[Read More](#)**Scout Exchange**

EMERGING PARTNER

Scout Exchange is a powerful, intuitive talent acquisition platform available. Our cloud-based software brings you intelligent matching of ...

[Read More](#)**SECURITI.ai**

WORKDAY VENTURES PARTNER

Data is at the heart of most innovations, but it comes with obligations to keep it safe and use it responsibly. Securiti is the leader in AI-Powered Security ...

[Read More](#)**SEEK Limited**

SELECT PARTNER

SEEK is a global leader in the creation and operation of online employment marketplaces and is uniquely positioned to empower Australians and New ...

**SeekOut**

ACCESS PARTNER

SeekOut is your competitive edge for hard-to-find tech and diverse talent. SeekOut's database of over 600 million passive candidates, AI-powered search ...

**ShiftWizard**

EMERGING PARTNER

ShiftWizard is a leading workforce optimization solution developed by healthcare professionals for healthcare professionals. ShiftWizard makes healthcare staff ...

**.SHL**

SELECT PARTNER

.SHL, the global leader in talent innovation, helps more than 10,000 companies transform productivity through deeper people insight. Powering the future ...

**SimpleCitizen**

EMERGING PARTNER

SimpleCitizen helps employees safely & accurately apply, submit, & stay on top of their immigration status from visa through naturalization ...

[Read More](#)**Skillsoft**

CONTENT CLOUD PARTNER

Skillsoft is a global leader in corporate learning, providing the most engaging learner experience and high-quality content. We are trusted by the ...

[Read More](#)**SkillSurvey**

EMERGING PARTNER

SkillSurvey applies the science of human behavior and smart technology to help organizations make better hiring decisions faster. Our online reference checking ...

[Read More](#)**SkyHive Technologies Inc**

WORKDAY VENTURES PARTNER

SkyHive invented and commercialized a unique methodology, Quantum Labor Analysis, which is the application of artificial intelligence to analyze workforces at ...

[Read More](#)**Slack Technologies**

SELECT PARTNER

Slack brings all your team's communication together, giving everyone a shared workspace where conversations are organized and accessible. Together ...

[Read More](#)**Smartly, Inc. (dba Bonusly)**

EMERGING PARTNER

Bonusly is the fun and easy employee engagement solution that combines 360-degree recognition, meaningful feedback, and rewards that employees love to keep ...

[Read More](#)**SnapLogic**

ACCESS PARTNER

SnapLogic is the industry's first intelligent, unified data and application integration platform as a service (iPaaS). SnapLogic has partnered to deliver ...

[Read More](#)**Software AG**

ACCESS PARTNER

Software AG is a 50-year-old software company with a presence in more than 70 countries. Software AG's Digital Business Platform enables our ...

[Read More](#)**Sora**

WORKDAY VENTURES PARTNER

Sora works with companies of all sizes to streamline HR operations and create scalable, delightful employee experiences. It's an HR command center that ...

[Read More](#)**Spiff, Inc.**

EMERGING PARTNER

Spiff is a state-of-the-art new class of software that drives motivation and success by creating trust across the organization by delivering and automation of ...

[Read More](#)**SpryPoint**

EMERGING PARTNER

SpryPoint builds a cloud-based enterprise software for electric, water, gas, and telecom utilities. We give utilities the tools they need to provide top-tier ...

**StarRez**

EMERGING PARTNER

StarRez is a market leading cloud subscription platform empowering university, college and student property residential communities around the world ...

**StepStone GmbH**

EMERGING PARTNER

StepStone GmbH heads a group of job boards all over the world, from Europe across Central America to Africa. StepStone operates online recruitment services ...

[Read More](#)**Sterling**

SELECT PARTNER

Sterling provides hiring peace of mind by delivering a simpler, smarter background screening experience for employers worldwide. Our comprehensive suite of ...

[Read More](#)**STRIVR Labs, Inc.**

WORKDAY VENTURES PARTNER

With nearly one million learners trained in VR, Strivr is transforming the employee journey through Immersive Learning. Strivr's platform powers the ...

[Read More](#)**Sun Life Assurance**

EMERGING PARTNER

Sun Life is committed to making benefits easier for employers and their employees. We bring powerful expertise and technology together to meet clients where ...

[Read More](#)**SYMPHONY TALENT****Symphony Talent**

EMERGING PARTNER

Symphony Talent's recruitment marketing platform unifies career sites, programmatic advertising and talent mobility in the simplest user experience for ...

[Read More](#)**symplr**

ACCESS PARTNER

As a global leader in healthcare governance, risk management, and compliance software, symplr has a single mission: to make healthcare GRC simpler, resulting ...

[Read More](#)**Talend**

EMERGING PARTNER

Talend, one of the leaders in cloud data integration and data integrity, enables companies to transform by delivering trusted data at the speed ...

[Read More](#)**TalentNet**

EMERGING PARTNER

TalentNet, the award-winning originator of Direct Sourcing, employs AI-driven talent acquisition tools to transform talent procurement for major brands ...

[Read More](#)**TealBook****Tealbook**

WORKDAY VENTURES PARTNER

Tealbook removes the complexity from supplier data. At the core, we are a data company who aggregates information from 400M+ websites to create universal ...

TechWolf**TechWolf**

ACCESS PARTNER

TechWolf supercharges Workday Skills Cloud by automatically building and maintaining worker skill profiles. Our AI leverages data from HR and business systems ...

tecsys**Tecsyst**

SELECT PARTNER

Tecsyst is a market leader in supply chain solutions for health systems and hospitals, distinguished for its delivery of clinically-driven supply ...

Tenstreet

EMERGING PARTNER

Tenstreet's platform connects carriers and drivers, making it easier to fill trucks while staying compliant. We help thousands of motor carriers and ...

[\(Workday\)](#)



Verified User in Information Technology and Services ⓘ

Mid-Market (51-1000 emp.)

Product Reviewed: [Workday HCM](#)

🔗 ...

[Validated Reviewer](#) ✓[Verified Current User](#) ✓

Review source: G2 invite

Incentivized Review

★★★★☆ Jul 14, 2023

"Workday Review -Worth the Learning Curve"

What do you like best about Workday HCM?

Workday takes a comprehensive approach to HCM, leading to a streamlined HR workflow. Workday manages employee check-ins and reviews while also making PTO and payroll easy to track, request, and manage. This system is beneficial for recruiting teams as well as the HR functions, making all talent tracking, hiring, and payroll simple. Workday also is capable of supporting businesses both big and small.

What do you dislike about Workday HCM?

There is a lot to learn when you first use Workday. With the amount of features, you may feel like you'll never fully understand the system. I also find that when someone gets stuck, it's not as easy to figure it out on their own. It's definitely worth taking the time to learn.

Some automated integrations run slow, without a way to have the system run more often.



Verified User in Higher Education ⓘ

Enterprise (> 1000 emp.)

Product Reviewed: [Workday](#)

🔗 ...

★★★☆☆

Sep 12, 2023

"Lots of potential, still growing and maturing, but coming up quickly"

Products used within Workday: [Workday Spend Management](#)

What do you like best about Workday?

Workday is well integrated among its modules and interfaces well with other systems.

What do you dislike about Workday?

Workday started out as an HR and Finance solution and this is very evident in the Workday Student module. The programmers seem to think like HR and Finance people, not like users of a Student Information System. Industry-wide common "normal" terminology is changed either for no discernable reason, because the common terminology wasn't known, or because the terms had already been used for something else in the HR or Finance modules. Persons are considered employees first - either an employee or a student worker, and their role as students is secondary.



PRIYAM V.

Mid-Market (51-1000 emp.)

Product Reviewed: Workday Talent Management

Validated Reviewer ✓

Verified Current User ✓

Review source: G2 invite

Incentivized Review

May 18, 2023

"Cloud based talent management with easy integration"

What do you like best about Workday Talent Management?

Customisable options in candidate profiling and job posting.

Allows integration to third party apps.

Import option supports most formats such as pdf , doc , docx etc

Customer support is mostly accessible.

Automated HR reports & data visualisation reports.

Employee self service portal available for upcoming joiners and new joiners.

What do you dislike about Workday Talent Management?

No free version or trials available.

No fixed pricing plans available, they provide you custom quotes.

Candidate profiles remain restricted to the workday segment only.

Auto fill is not upto the mark.

(G2)

Integration & Deployment 4.2



(Gartner - HCM)

Integration & Deployment 4.3



(Gartner – ERP)



Claudia L.

Accounting Manager

Accounting, Self-employed

Used the software for: 1-2 years

Overall Rating

4.0

Ease of Use

4.0

Customer Service

5.0

Features

4.0

Value for Money

4.0

Likelihood to Recommend

8/10

"Workday Financial Management Review"

Overall: Workday Financial Management integrates seamlessly with other Workday products, such as HCM and PPM. The software has great reporting capabilities. In addition, the software offers a range of security and compliance features in terms of data encryption and two-factor authentication, which help to provide greater security for sensitive information about your business operations.

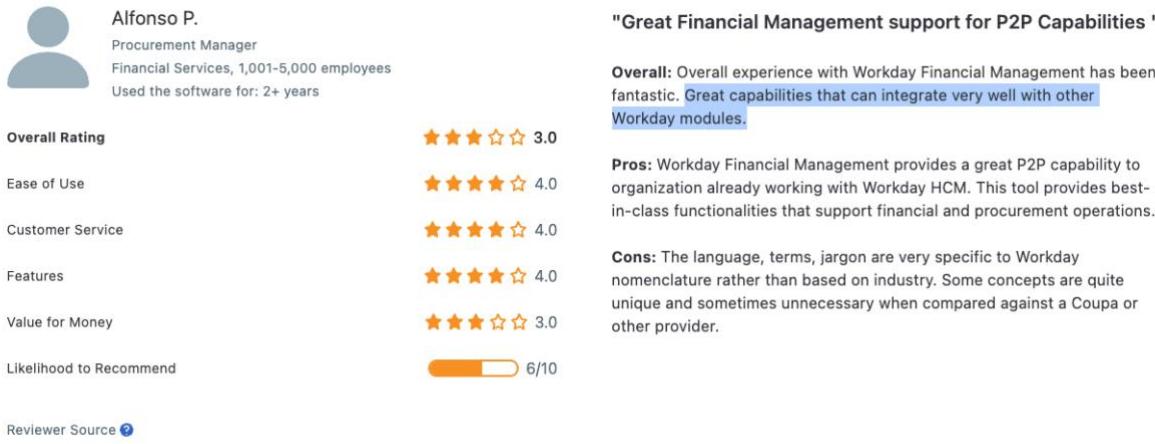
Pros: The software is intuitive to use and I was able to create reports easily once I understand how the system works.

Cons: There is a learning curve to using the software when creating hierarchies for your chart of accounts before you can effectively create useful reports.

Reviewer Source

Source: Capterra

December 24, 2022

Reviewer Source [?](#)

Source: Capterra

April 20, 2021

[\(Capterra\)](#)

« Workday supports several ways to connect to and integrate with other systems, such as directly with Workday Web Services or REST-based APIs. You can also use the Workday Integration Cloud, which delivers a complete integration toolset consisting of an Enterprise Service Bus (ESB) embedded in Workday Studio, an eclipse-based IDE for creating custom integrations, and associated tools used for managing and monitoring integrations. All integrations, whether provided by Workday or our certified partners, are surfaced within the Workday application and can be used directly in your business process configurations, providing the flexibility needed for your dynamic HCM environment. »

(Workday integration cloud connectors hcml datasheet)

WHAT YOU CAN DO

Seamless connectivity. Endless possibilities.

With Workday Integration Cloud, you can securely and efficiently connect to your third-party systems—no additional costs or middleware required.

It's all part of our core system. And secured by our single security model.

KEY CAPABILITIES

- Workday-maintained integrations
- Industry-standard API framework
- Embedded monitoring capabilities
- Protected via our security model
- Integrated with business process automation
- Workday-hosted runtime and tooling
- AI- and ML-driven skills intelligence foundation

Built-in integrations right out of the box.

We developed Workday Integration Cloud from enterprise-class integration technology and built it into the core of Workday. It's available to all Workday users and applications.

^ Complete support for complex integrations.

With efficient Workday tools for administrators and a powerful IDE for Workday integration developers, you can support everything from the simplest data exports to the most complex transformations and protocols.

^ Protected by a configurable security model.

Trust is at the heart of all Workday tools, all the way down to our unified global core. Integrations are supported by our configurable security model and can be used directly within Workday business processes.

^ Durable and proven.

Workday Integration Cloud powers more than 69 million update-safe integration runs per month, with all connections supported by the same 99.7% SLA availability guarantee.



Flexible, functional tools to fit your needs.

We provide what you need to build, test, run, manage, and monitor the entire integration lifecycle.



More than 600 prebuilt integrations ready for use.



Connect directly with Workday Web Services and REST-based APIs.



Complete integration platform with runtime and tooling.

([Workday](#))

Analyse : Workday propose des intégrations préconfigurées avec de très nombreuses applications tierces, parmi les plus célèbres et populaires. En revanche, nous ne trouvons pas beaucoup d'applications très utilisées en France, notamment sur le volet bancaire, sur la facturation... Comme pour ses concurrents très internationaux ou américains, cela constitue un point faible par rapport aux ERP français ou européens. Par ailleurs, beaucoup d'utilisateurs déplorent le manque de flexibilité de l'ERP Workday et l'implémentation souvent compliquée. Malgré tout, Workday fait le nécessaire avec des connecteurs, une plateforme dédiée et des outils d'intégration.

Implémentation : 8/10

How was the initial setup?

It is highly complex, and the level of complexity depends on what functionality you're rolling out. If you're rolling out payroll and converting from a legacy system, that's going to be complex. All in all, Workday does a good job to help you be successful, but nevertheless, it's still complex.

It definitely takes months. A lot depends on the size of the organization. Workday has started to market towards smaller customers or organizations with under 500 employees, which is unique and something new for their business model. Typically, that wasn't their bread and butter. It has always been the medium enterprises or large enterprises. Their sales pitch is that they can stand those customers in 16 weeks. That generally tends to be more in the neighborhood of 20 weeks. If you're a big customer with over 5,000 employees or in the neighborhood of even 50,000 employees, it's not unreasonable that your deployment could take a year or more. Even with Oracle, SAP, or PeopleSoft, your deployment is going to be the same. There's just no way you're going to roll out all the change management and all that technology in a short amount of time. It just wouldn't be feasible.

What about the implementation team?

You get the option to do it in-house, use a third party, or use Workday to help you out with the implementation. All three are available. In my experience, I've been a consultant and have gone through implementations with customers. I've also been a customer and gone through the implementation and leading that. Workday, of course, is very much involved in trying to ensure the success of the overall deployment.

How was the initial setup?

The initial setup of Workday is not difficult. Workday provides a blank canvas for you to work with, but they also give you guidance and tools to help you get started. As you progress and bring a team with skills on board, you can then build upon the initial setup. Overall, the setup process is complex.

What other advice do I have?

The size of my team we have for maintenance is approximately 20 members, not including our reporting team. However, even the reporting team is in-house and part of our organization. In total, we have approximately 25 individuals.

I rate Workday a nine out of ten.

Comment s'est déroulée la configuration initiale ?

La configuration initiale est facile et je lui donne une note de 10 sur 10.

Comment s'est déroulée la configuration initiale ?

La configuration initiale a été facile pour moi. Cela peut être compliqué pour certains. J'attribue une note de dix sur dix au processus.

Comment s'est déroulée la configuration initiale ?

J'attribuerai une note de huit sur dix à mon expérience avec la configuration initiale. Il est assez facile à mettre en place. Cela m'aide beaucoup en termes de développement des compétences, car il faut une pensée logique plutôt qu'un grand sens technique pour configurer l'application.

Donc, si vous connaissez le concept de données RH, comme le fonctionnement des données RH, le fonctionnement des organisations, le fonctionnement de la structure de l'entreprise. Qu'est-ce que la hiérarchie ? Dans ce cas, si vous connaissez le concept, il devient vraiment plus facile de configurer le système.

Workday est une application SaaS. C'est donc toujours sur le cloud. Nous n'utilisons pas de cloud hybride ou de cloud privé. Il s'agit d'un cloud public. Le cloud privé va coûter cher. C'est ce que nous avons fait. Nous avons essayé de le faire pour Amazon, mais cela coûtait cher.

Nous sommes en train de mettre en œuvre Workday en interne. Nous avons une vaste expérience de Workday, ayant aidé Expedia à migrer de PeopleSoft vers Workday. Nous les soutenons actuellement dans les rapports avancés sur la rémunération et la paie du côté de NHR.

Nous sommes en train de le mettre en œuvre en interne pour PeopleTech. Auparavant, nous utilisions Oracle Fusion pour notre site aux États-Unis, mais nous prévoyons de mettre en œuvre Workday pour tous les sites, y compris les États-Unis, le Canada, l'Inde et Singapour.

Comment s'est déroulée la configuration initiale ?

Il est très facile à mettre en place et flexible à configurer.

Comment s'est déroulée la configuration initiale ?

J'évalue la facilité d'installation à six sur dix. Le produit n'est pas facile à mettre en œuvre. Il est difficile de comprendre la configuration au début. L'outil n'est pas très informatif pour nous permettre de comprendre l'ensemble de la situation. La solution est déployée sur le cloud. Le déploiement nous a pris deux ans.

Comment s'est déroulée la configuration initiale ?

L'installation de Workday est simple.

Comment s'est déroulée la configuration initiale ?

La configuration initiale de Workday est simple.

J'attribue une note de huit sur dix à la configuration initiale de Workday.

Comment s'est déroulée la configuration initiale ?

Je donnerais une note de huit sur dix à la configuration de la solution. L'outil est déployé sur le cloud. La mise en œuvre de la solution n'a pris que quelques heures.

Comment s'est déroulée la configuration initiale ?

C'est simple, mais vous devez le connaître pour pouvoir y travailler. Vous avez besoin d'une formation sur Workday.

Comment s'est déroulée la configuration initiale ?

La configuration initiale de cette solution est très simple et le déploiement prendra au maximum une semaine.

Comment s'est déroulée la configuration initiale ?

La configuration initiale de Workday n'est pas difficile. Workday vous offre une toile vierge avec laquelle vous pouvez travailler, mais il vous donne également des conseils et des outils pour vous aider à démarrer. Au fur et à mesure que vous progressez et que vous intégrez une équipe compétente, vous pouvez ensuite vous appuyer sur la configuration initiale. Dans l'ensemble, le processus d'installation est complexe.

Comment s'est déroulée la configuration initiale ?

La configuration initiale était complexe et des données ont été perdues lors de la mise en œuvre.

([Peerspot](#))

Business international / national :

International	Oui
National	Oui

Hébergement :

Cloud	Oui
On-Premise	Non
SaaS	Oui
Hybride	Non

Développements spécifiques :

Peu	Oui
Beaucoup	Non

Implémentation :

< 1 mois	Non
1 à 6 mois	Non
6 à 12 mois	Oui
> 12 mois	Oui

Couverture fonctionnelle :

Finance et comptabilité	Oui
CRM	Non
Vente	Non
RH	Oui
Gestion de projet	Oui
Achats	Non
Production	Non
Logistique	Non
Gestion des services	Non
Gestion des actifs	Non

Rapport qualité prix : 7/10

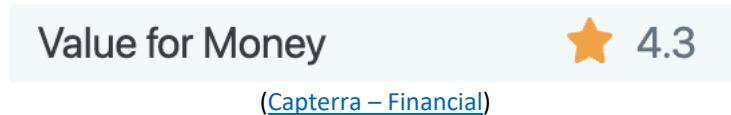
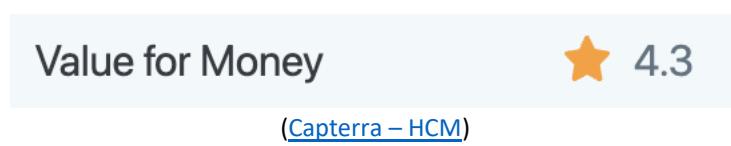
Période d'essai :

Pas de période d'essai sur le site.

Transparence :

Workday ne donne aucune information sur son site quant à ses prix.

Prix :



 Erika C.
Gen medicare csr 1
Government Administration, 1,001-5,000 employees
Used the software for: 2+ years

Overall Rating	★★★★★ 5.0
Ease of Use	★★★★★ 5.0
Customer Service	★★★★★ 5.0
Features	★★★★★ 5.0
Value for Money	★★★★★ 5.0
Likelihood to Recommend	 10/10

"Workday has , is very good"

Overall: You to see that you're able to contact certain individuals and what contacts are individuals that hand with who and where exactly does the Chena command lead in fall in the company dynamic which is really good and gives the building for employees to have access readily to make changes if needed on their own, or access, associated programs or departments

Pros: It is very easy to use, and, like it says, in a teamwork day, gives the overall function and ability to manage anything that you need to when it comes to daily operations, and overall employee productivity

Cons: I don't like how some information does take time to get updated. It could definitely be more cost-effective if things were given better time management to see such information available immediately.

Reviewer Source [?](#)
Source: Capterra
May 5, 2023



Verified Reviewer

HR Director

Information Technology and Services, 501-1,000 employees

Used the software for: 2+ years

Overall Rating

4.0

Ease of Use

2.0

Customer Service

2.0

Features

4.0

Value for Money

1.0

Likelihood to Recommend

1/10

Reviewer Source

Source: Capterra

September 11, 2020

"Money pit - a software company that charges you for regular updates to their software"

Overall: Everything you do with Workday costs money. Forget the annual licence cost, that's only part of it - every time you send an email or phone support you are on the clock. Twice a year when the software gets updated you are required to pay consulting fees to Workday or one of their service partners to test that the update actually works at your end. Most new features and enhancements are not provided for free as part of these updates, so you have to purchase them. Third party applications that supposedly integrate with Workday only do so after you pay thousands of dollars for Workday to set that up for you. Hidden costs everywhere - you need to budget for 25-50% per annum in service and other costs on top of your annual licence fee. Be warned - it is a unique business model in the software world.

Pros: The workflows are really good, particularly for recruitment and performance management

Cons: The interface is unusual from a UX perspective, and everything is very rigid. Workday offers little flexibility or user customisation, unless you are happy to spend a fortune with one of their service partners. Their expensive user training courses are absolutely appalling for adult learners - 4 days in a classroom flicking through a 500 page bound workbook, anyone?



Verified Reviewer

CX, Escalations

Internet, 5,001-10,000 employees

Used the software for: 2+ years

Overall Rating

4.0

Ease of Use

4.0

Features

4.0

Likelihood to Recommend

7/10

Reviewer Source

Source: Capterra

May 1, 2022

"Great functionality for better price "

Pros: WFM is definitely more affordable than any of the competitors, especially Hyperion who has astronomical prices for similar functionality. We use WFM primarily for accounting and payroll. It has a user friendly interface, set up was somewhat of a breeze. I like the fact that it's a cloud system, makes everything easier.

Cons: Their help center is lacking. Also for people who are not as tech savvy, it's was surprisingly challenging to find user guides and we had to contact WFM support for that, when they should have been accessible in the first place.

([Capterra](#))

Pricing

- "With a bigger budget, I would recommend SAP."
- "Workday is an expensive solution."
- "You have the license fee per module, and then you have a kind of annual training fee, which is a kind of add-on. I wouldn't say it is exhaustive; it is minor. Licensing is pretty transparent for most of the part."

Prisée

- « J'évalue le prix du produit à dix sur dix. »
- « Je dois payer une licence. C'est cher.
- « Je donnerais une note de six sur dix au prix de la solution. »

([Peerspot](#))

Ancienneté de l'entreprise, chiffre d'affaires, nombre de clients et d'employés : 8/10

Ancienneté de l'entreprise : 2005

Nombre de clients / utilisateurs : 9 500 clients

Nombre d'employés : 17 700

Chiffre d'affaires : 6,2 milliards USD

Maillage du territoire : 9/10

Europe :

- Paris
- Amsterdam
- Berlin
- Copenhague
- Dublin
- Helsinki
- Londres
- Madrid
- Malines
- Milan
- Munich
- Oslo
- Prague
- Rida
- Stockholm
- Varsovie
- Vienne
- Zurich

Etats-Unis :

- Atlanta
- Austin
- Beaverton
- Boston
- Boulder
- Chicago
- Cincinnati
- Dallas
- Denver
- Irvine
- Minneapolis
- New York
- Palo Alto
- Philadelphie
- Raleigh
- Salt Lake City
- San Francisco
- San Mateo
- Washington
- Seattle

Mexique

Canada (4 bureaux)

Afrique : Johannesburg

Asie-Pacifique (17 bureaux)

([Workday](#))

Innovations : 8/10

Analyse : [Cette page](#) présente très (trop) succinctement les innovations de Workday. L'éditeur parle de blockchain ou de machine learning. Et nous sommes tombés, sur la même page, sur une vidéo explicative des innovations de l'éditeur. Et c'est plus concret. Workday propose une analyse de données en 3 dimensions et en direct ce qui permet d'exploiter beaucoup mieux les données. L'idée est d'intégrer les données entre les différentes interfaces de l'ERP pour exploser la synergie et la pertinence d'analyse chez les clients de Workday.

Notoriété : 9/10

Notoriété de l'éditeur :

Workday jouit d'une notoriété bien établie dans le domaine des logiciels de gestion des ressources humaines (RH) et de la finance d'entreprise. Fondée en 2005, l'entreprise s'est rapidement imposée comme un acteur de premier plan dans le secteur, grâce à ses solutions cloud innovantes conçues pour la gestion des talents, de la paie, des ressources humaines et de la finance. Workday a gagné la confiance de nombreuses grandes entreprises et organisations mondiales grâce à son engagement envers l'innovation continue, à sa convivialité et à sa capacité à évoluer pour répondre aux besoins changeants du marché. Son approche centrée sur l'utilisateur, ses mises à jour régulières et sa vision de l'avenir des RH et de la finance ont contribué à renforcer sa notoriété en tant que leader dans le domaine de la gestion d'entreprise. Ses campagnes de communication lui ont permis de se faire également connaitre du grand public, du moins en France.

Notoriété de la solution :

- **Nombre de résultats :** 139 000 000 résultats (Workday sur Google)
- **Popularité dans les sites spécialisés :** Workday est présent sur les 5 sites de récolte d'avis les plus connus, avec plus de **4514** avis sur les 5 plateformes et une moyenne égale à **4.23/5**. L'ERP est également pris en compte dans les grandes études comme le Magic Quadrant de Gartner, l'étude d'IDC Marketscape, Forrester ou autre dans lesquelles il figure souvent parmi les leaders.

Écosystème de partenaires : 8/10

Workday Channel Partners—Services Partners

Our Services Partners are consultants and domain experts who help you get the most out of Workday Adaptive Planning.

3rd Rock IT Solutions (United States)	Deloitte Consulting Pty Ltd (South Africa)	L&H Consulting Group Power by Anreiz, S.C. (Corporate Performance FP&A Consulting Group) (Mexico)
Abaci US, Inc. (United States)	Deloitte Inc. (Canada)	Lavoie CPA PLLC (United States)
Accenture Limited (UK)	Deloitte MCS Limited (UK)	Maner Costerisan (United States)
Accenture BV (Netherlands)	Deloitte Consulting LLP (United States)	Mercer (U.S.) Inc. (United States)
Accenture GmbH (Germany)	Deloitte Consulting Pty Ltd (Australia)	Meridian Partners (United States)
Accenture Limited (Japan)	Deloitte Consulting Pty Ltd (South Africa)	Modelcom (Canada)
Accenture LLP (United States)	Deloitte Inc. (Canada)	Nexolution (Mexico)
Accenture S.P.A. (Italy)	Deloitte Limited (New Zealand)	Nuage (United States)
Accenture SG Services Pte Ltd (Singapore)	Deloitte MCS Limited (Deloitte UK)	OneSource Virtual Limited (Ireland)
Accenture Technology Solutions Soluções Informáticas Integradas, S.A. (Portugal)	Deloitte S.C. (Uruguay)	OneSource Virtual, Inc. (United States)
Accounting Solutions Consulting Inc d/b/a ASC Partners (United States)	Deloitte Touche Tohmatsu Consultores Ltda. (Brazil)	Premier Technology Advisors (United States)
ActionKPI Ltd (Canada)	Encore Business Solutions (Canada)	PricewaterhouseCoopers Asesores de Negocios, S.L. (Spain)
Alight Solutions Co., Ltd. (Thailand)	Fastcube (France)	PricewaterhouseCoopers Gmbh
Alight Solutions Private Limited (Hong Kong)	Fastcube Inc (Canada)	Wirtschaftsprüfungsgesellschaft (Germany)
Alight Solutions Pte Limited (Singapore)	Fintell Business BV (Belgium)	PricewaterhouseCoopers LLP (Canada)
Alight Solutions Sdn. Bhd. (Malaysia)	Future Knowledge Pty Ltd (Australia)	PricewaterhouseCoopers LLP (UK)
Aloha, Inc	Gigatude Solutions Pvt. Ltd. (India)	PricewaterhouseCoopers LLP (US)
Analysis Team, Inc. (United States)	Grant Thornton LLP (United States)	PT Equinox Teknologi Servis Asia (Indonesia)
Atlasphere Consulting LLC United States)	HR PATH (France)	PwC Enterprise Advisory CVBA (Belgium)
AvAAP USA LLC (United States)	IBM Limited (China/Hong Kong)	Red Barn Partners (United States)
Baker Tilly Virchow Krause, LLP (United States)	IBM (Philippines)	Richard A. Keller Inc. (RAK Inc.) (United States)
Big Bang ERP (Canada)	IBM Pte. Ltd. (Singapore)	Riveron Consulting
Bluemonday (United States)	Incline Alchemy (United States)	SaaS Consulting Group (United States)
BNB Cloud Services Mexico S.A. de CV (Mexico)	Inplenion Scandinavia AB (Sweden)	Sikich LLP (United States)
Budgeting Solutions Ltd (United Kingdom)	Intecrowd LLC (United States)	Solution Valueability
Business Network Builders S.L. (Spain)	Intecrowd Pty Limited (Australia)	Systems Accountants Ltd (UK)
CFO Tools, Inc. (United States)	International Business Machines Corporation (IBM) (United States)	Technology Management Concepts (United States)
Cognos (Chile)	Invisors LLC (United States)	Tieto Sweden AB
CohnReznick LLP (United States)	Kainos Worksmart Inc. (Canada)	TopBloc, LLC (United States)
Collaborative Solutions, LLC (Australia)	Kainos WorkSmart Inc. (United States)	Tricade Technology Solutions, LLC (United States)
Collaborative Solutions Limited (Europe)	KPMG Technology Solutions Pty Ltd (Australia)	Uvid Consulting LLC
Concentric Solutions Limited (United Kingdom)	KPMG LLP (UK)	UXLI LTD
Corporate Renaissance Group (Canada)	KPMG LLP (Canada)	Vaco Columbus, LLC (United States)
Delbridge Solutions Inc. (fka Obero Inc.) (Canada)	KPMG LLP (U.S.)	
	KPMG S.A. (France)	

([Workday](#))

Analyse : Workday travaille en réalité avec peu d'intégrateurs. Ce sont généralement de grands cabinets de conseil / intégrateurs qui sont présent partout dans le monde comme KPMG, Deloitte, PWC, IBM... En France, Workday a 7 partenaires :

- Adapt1Solution
- Alight
- BearingPoint
- Generation Conseil
- Fastcube
- HR Path
- KPMG

Support : 8/10

SOUTIEN

Trouvez tout le soutien dont vous avez besoin.

Que vous configuriez Workday pour atteindre vos objectifs ou que quelque chose ne fonctionne pas correctement, votre réussite est notre priorité absolue. Découvrez les façons dont nous vous soutenons.

CE QUE NOUS OFFRONS

Nous défendons votre réussite dès le premier jour.

Votre responsable de la réussite client désigné apprendra à connaître votre entreprise et vous recommandera comment tirer le meilleur parti de votre investissement. Ensuite, ils vous encourageront, dès le déploiement et au-delà.



Intégration

Nous vous aiderons à vous familiariser avec Workday et vous connecterons aux ressources pertinentes.



Transition vers la production

Rencontrez nos équipes d'assistance et de formation et apprenez à utiliser Workday Community.



Avis sur les entreprises

Nous vous contactons au moins une fois par an pour voir comment nous vous aidons à atteindre vos objectifs.



Service client

Vous avez un problème ? Nous ferons le nécessaire pour vous, rapidement.

Une communauté de soutien.

Si vous avez une question sur l'utilisation de Workday, un autre client a probablement la réponse. Les clients peuvent visiter [la communauté Workday](#) pour poser des questions, découvrir les nouvelles fonctionnalités et obtenir des informations sur les correctifs et les mises à jour.



Des experts prêts à vous aider, de jour comme de nuit.

Nos experts du monde entier sont là pour vous. Nous mesurons le succès par votre satisfaction, et non par le nombre de dossiers que nous clôturons. Et lorsqu'un problème est résolu pour un client, il l'est pour tout le monde.



([Workday](#))

Customer Service

★ 4.3

 **Chakkrit L.**
People Analyst
Information Technology and Services, 1,001-5,000 employees
Used the software for: 1-2 years

Overall Rating	 5.0
Ease of Use	 4.0
Customer Service	 4.0
Features	 5.0
Value for Money	 5.0
Likelihood to Recommend	 10/10

Reviewer Source [?](#)
Source: Capterra
April 28, 2021

[SHARE REVIEW](#)

"Workday is probably the best human capital management too in the world right now."

Overall: Every big organization needs a human capital management program. Without Workday, this wouldn't have been possible. Especially in big companies like Agoda, where there are many requirements from stakeholders such as GDPR, Data Privacy, and Security, these are things that many of the competitors couldn't do.

Pros: Workday is probably the best human capital management in the world right now. Learning Workday opens wide opportunities to various jobs. As a Workday HCM beginner, it might be overwhelming, but after one training course and a month of practice, Workday HCM can easily become a simple thing. Workday HCM is important as it is the core of other Workday modules such as Workday Security and Workday Business Process Architecture.

Cons: Workday is definitely an expensive tool that is only utilized by big companies. It is going to be rare for small to medium size company to use Workday. It means that, if you are going to quit a company that uses Workday and would prefer to find a job in a similar fashion, it has to be a large size company. Workday training is also kind of expensive, yet it is not a one-on-one training but a group course instead. Workday Support is very technically useful, however, it might take some time for an issue to resolve and they don't provide live chat support. Workday Learning is something that my company has issues with the most.

 **Verified Reviewer** 
HR Director
Information Technology and Services, 501-1,000 employees
Used the software for: 2+ years

Overall Rating	 4.0
Ease of Use	 2.0
Customer Service	 2.0
Features	 4.0
Value for Money	 1.0
Likelihood to Recommend	 1/10

Reviewer Source [?](#)
Source: Capterra
September 11, 2020

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Overall: Everything you do with Workday costs money. Forget the annual licence cost, that's only part of it - every time you send an email or phone support you are on the clock. Twice a year when the software gets updated you are required to pay consulting fees to Workday or one of their service partners to test that the update actually works at your end. Most new features and enhancements are not provided for free as part of these updates, so you have to purchase them. Third party applications that supposedly integrate with Workday only do so after you pay thousands of dollars for Workday to set that up for you. Hidden costs everywhere - you need to budget for 25-50% per annum in service and other costs on top of your annual licence fee. Be warned - it is a unique business model in the software world.

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Évaluateur vérifié in
pharmacien
Santé, bien-être et remise en forme , 51-200 employés
J'ai utilisé le logiciel pendant : 1 à 2 ans

Note globale

Facilité d'utilisation

5.0

4.0

Service client

5.0

Caractéristiques

4.0

Le rapport qualité prix

4.0

Probabilité de recommander

9/10

Source du réviseur

Source :Capterra

" Révolutionner les RH et la paie : une plongée approfondie dans Workday HCM "

Globalement : d'après mon expérience, j'ai découvert que l'un des principaux atouts de Workday est son interface conviviale, qui permet aux employés et aux managers d'accéder et de gérer facilement les tâches liées aux ressources humaines et à la paie à partir d'une seule plateforme. Workday est également connu pour son accessibilité mobile, qui permet aux employés et aux managers d'accéder aux informations relatives aux ressources humaines et à la paie en déplacement. Un autre point fort de Workday réside dans ses capacités avancées d'analyse et de reporting, qui me fournissent des informations détaillées sur les ressources humaines et la paie. Des mesures telles que l'engagement des employés, les performances et le chiffre d'affaires. Ces informations peuvent être utilisées pour éclairer les décisions stratégiques et améliorer les performances globales de l'entreprise. Workday fournit également un support client solide, comprenant une équipe de support client dédiée et une communauté d'utilisateurs Workday qui partagent les meilleures pratiques et se soutiennent mutuellement. Workday HCM, est son coût relativement élevé, en particulier pour les petites et moyennes organisations. De plus, certains

Raisons du passage à Workday HCM : Évolutivité : Workday HCM est connu pour son évolutivité, lui permettant de répondre aux besoins des petites, moyennes et grandes entreprises. Intégration : Workday HCM offre des capacités d'intégration robustes, lui permettant de s'intégrer à d'autres outils et systèmes liés aux RH. Cela peut rationaliser les processus RH et accroître l'efficacité. Accès mobile : Workday HCM propose une application mobile qui permet aux employés d'accéder aux informations relatives aux RH et d'effectuer des tâches en déplacement, ce qui peut améliorer la productivité et la flexibilité. Personnalisation : Workday HCM offre un haut niveau de personnalisation, me permettant d'adapter le système à mes besoins et exigences spécifiques. **Support client :** Workday HCM est connu pour son excellent support client, qui peut être utile pour les organisations qui ont besoin d'aide pour la mise en œuvre ou d'un support continu.



Cathy H.
Partenaire des Ressources Humaines
Gestion d'organisations à but non lucratif , 1 001 à 5 000 employés
J'ai utilisé le logiciel pendant : 2 ans et plus

" Triste de ne pas avoir Workday "

Globalement : Dans l'ensemble, Workday est un bon produit avec un bon support.

(Capterra)

**CA Shraddha L.**

Functional Lead in Direct Tax Litigation
Mid-Market (51-1000 emp.)

Product Reviewed: [Workday Financial Management](#)

 [Validated Reviewer](#)[Verified Current User](#)[Review source: G2 invite](#)[Incentivized Review](#)

Aug 27, 2023

"Workday as Human management tool"

What do you like best about Workday Financial Management?

It's a cloud base software, which is being used as Human Capital Management tool here in our company. I like the simplicity of using this software to be most suitable for me.

What do you dislike about Workday Financial Management?

Actually, not so much but It is somewhere expensive and some of the features are not available, which can be there to minimize the human errors and the customer support too.

**PRIYAM V.**

Mid-Market (51-1000 emp.)

Product Reviewed: [Workday Talent Management](#)

 [Validated Reviewer](#)[Verified Current User](#)[Review source: G2 invite](#)[Incentivized Review](#)

May 18, 2023

"Cloud based talent management with easy integration"

What do you like best about Workday Talent Management?

Customisable options in candidate profiling and job posting.

Allows integration to third party apps.

Import option supports most formats such as pdf , doc , docx etc

Customer support is mostly accessible.



Annie L.

Sales Development Representative
Mid-Market (51-1000 emp.)
Product Reviewed: Workday

Validated Reviewer ✓

Verified Current User ✓

Review source: G2 invite

Incentivized Review



Jan 20, 2024 (Original Jan 18, 2024)

"using workday for expenses and directory etc"

Products used within Workday: [Workday Spend Management](#)

What do you like best about Workday?

easy to create expense reports and good support, use it every week



18 mai 2023

"Gestion des talents basée sur le cloud avec intégration facile"

Qu'est-ce que vous préférez dans la gestion des talents de Workday ?

Options personnalisables dans le profilage des candidats et les offres d'emploi.

Permet l'intégration à des applications tierces.

L'option d'importation prend en charge la plupart des formats tels que pdf, doc, docx, etc.

Le support client est pour la plupart accessible.



(G2)

Service & Support

4.4



(Gartner)

How was the initial setup?

The initial setup is easy and I rate it a 10 out of 10.

How are customer service and support?

I am not really happy with the support because there was one project that I was working on, and we tried to reach out to them, but we did not get a proper answer. And it seems like the people sitting over there are not aware of the product that they have built.

How would you rate customer service and support?

Negative

How are customer service and support?

The tool's customer support is good.

How would you rate customer service and support?

Positive

How are customer service and support?

I have used customer service and support a few times. They were very helpful.

How was the initial setup?

It's very easy to set up and flexible to configure.

How are customer service and support?

The support is excellent.

I rate the support from Workday a ten out of ten.

How would you rate customer service and support?

Positive

How are customer service and support?

I would rate the technical support of this solution a seven, on a scale from one to 10, with one being the worst and 10 being the best.

How would you rate customer service and support?

Neutral

How are customer service and support?

I am satisfied with the tool's customer service and support.

How would you rate customer service and support?

Positive

How are customer service and support?

I have not needed to contact customer support.

What other advice do I have?

I would rate this solution a ten out of ten.

([Peerspot](#))

Analyse : Le support de Workday est généralement apprécié pour sa réactivité et son professionnalisme, mais il peut parfois être critiqué en fonction des attentes spécifiques des clients. Workday propose un support client 24/7 via différents canaux, notamment la messagerie électronique, le téléphone et des ressources en ligne, ce qui permet aux utilisateurs d'obtenir de l'aide en fonction de leurs préférences. Cependant, certaines critiques portent sur le temps d'attente pour obtenir une réponse ou une résolution de problème, ce qui peut être plus long lors de périodes de forte demande. De plus, le coût du support premium peut être perçu comme élevé par certaines entreprises. Workday, en tant que leader de l'industrie, pourrait tirer parti de l'amélioration de ses processus de support pour mieux répondre aux besoins de ses clients et maintenir sa position sur le marché concurrentiel des logiciels de gestion des ressources humaines et de la finance. L'éditeur met par ailleurs attribué à ses clients un CSM (Customer Success Manager) afin de les accompagner non seulement lorsqu'ils rencontrent des difficultés, mais également de façon proactive pour les aider à exploiter au mieux les capacités de Workday.

RSE : 9/10



« Workday a établi des objectifs de réduction des émissions basés sur la science (SBT – *Science Based Targets*), cohérents avec l'ambition de limiter le réchauffement climatique à 1,5 °C au-dessus des niveaux pré-révolution industrielle. Notre parcours de responsabilité s'inscrit dans le cadre d'une transition vers un avenir neutre en carbone.

Nous avons un objectif ambitieux de zéro émission nette de carbone et de 100 % d'électricité renouvelable d'ici 2021. En fait, nous sommes parmi les premières entreprises à atteindre une empreinte carbone zéro nette sur tout le cycle de vie.

Nous avons établi une collaboration avec Frontier, une initiative de 1 milliard de dollars visant à acheter des services d'élimination permanente du carbone. Nous avons également investi 1 million de dollars pour aider notamment à la reforestation de la mangrove au Mexique et au Kenya, une méthode naturelle de lutte contre le changement climatique.

Utilisation d'énergies renouvelables

Nous utilisons 100 % d'électricité renouvelable dans nos bureaux et nos data centers. De plus, nous achetons des crédits carbone de qualité pour compenser 100 % de nos émissions de gaz naturel liées au refroidissement de nos data centers et aux déplacements professionnels.

Nous avons conclu le tout premier accord énergie verte de ce type

Nous nous sommes associés à Bloomberg, Cox Enterprises, Gap Inc. et Salesforce pour créer le tout premier accord de petite agrégation sur l'énergie propre (« small aggregation clean energy deal »).

Nous avons défini une déclaration relative à notre politique climatique

Notre déclaration relative à la politique climatique définie, nous avons intensifié notre participation aux efforts d'établissement d'une stratégie climatique pour mettre en place des actions significatives.

Nous éliminons de manière responsable tout ce que nous ne pouvons pas recycler

Nous respectons les normes e-Stewards pour l'élimination des déchets électroniques. »

Workday est membre des organisations suivantes :



Nos Workmates se mobilisent tout autant

Nous n'agissons pas seuls. Nos collaborateurs ont conscience que leurs efforts quotidiens ont un impact. Ils s'engagent à faire de petites actions dont l'impact est immense.



88 % de nos collaborateurs disent se préoccuper de l'environnement



Chez Workday, 55 Green Teams mènent des actions dans le monde entier

([Workday](#))

Analyse : Le [rapport Global Impact](#) de Workday regroupe l'ensemble des actions de Workday et leur impact réel ainsi que l'approche globale de l'entreprise. Workday intègre dans sa politique RSE :

- Accompagnement des clients dans leur approche RSE
- Développement durable et environnement
- Ressources humaines
- Diversité et inclusion
- Impact social et sociétal
- Gouvernance

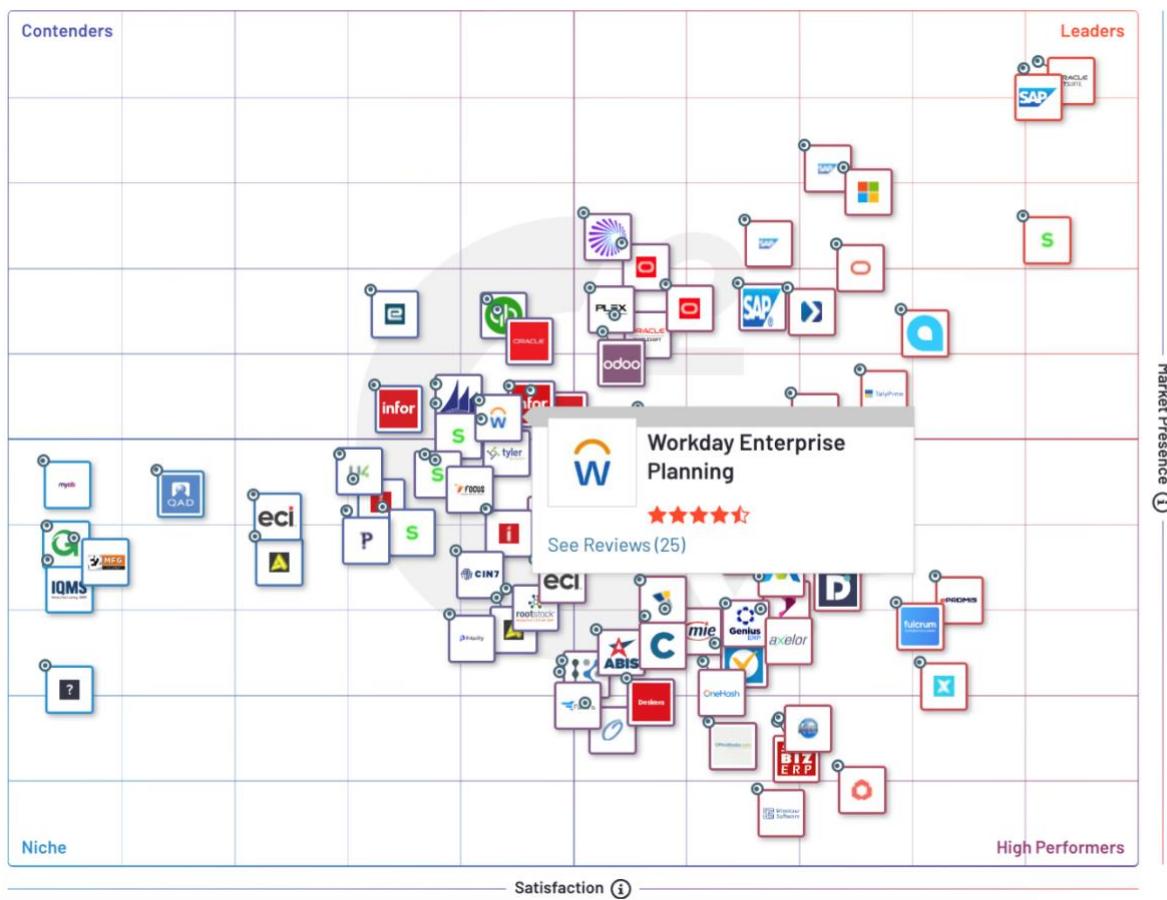
L'entreprise intègre ainsi toutes les parties essentielles de la RSE et surtout elle est transparente sur ce sujet. Nous aurions toutefois apprécié avoir plus de chiffres et d'éléments sur les effets concrets de ces actions. Il est également important de mentionner la fondation Workday qui œuvre beaucoup : « La Fondation Workday a l'ambition d'avoir un impact positif sur nos communautés en soutenant ses collaborateurs / collaboratrices dans leurs contributions aux organismes de bienfaisance. Notre objectif est de créer des emplois valorisants, rompre le cycle de la pauvreté et transformer les parcours de vie. ».

Ressources mises à disposition : 10/10

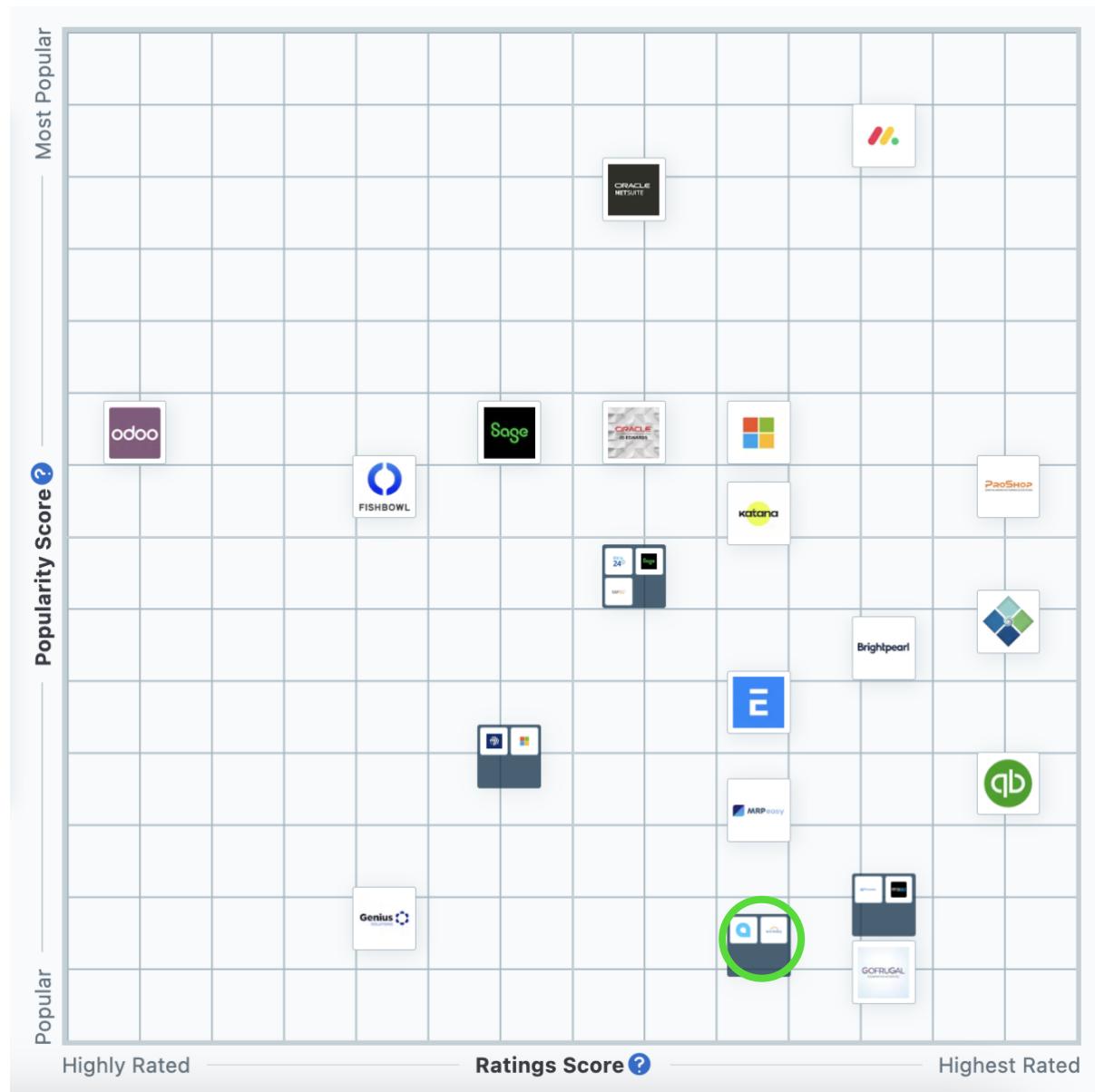
Ressources	Oui / Non	Commentaires
Forum / communauté clients	Oui	Source
Livres blancs, infographies, études	Oui	Source
Tutoriels et formations	Oui	Formation disponible quand on contact l'entreprise
Blog	Oui	Source
Webinaires, vidéos	Oui	Source
Témoignages clients	Oui	Source
Études de cas	Oui	Source
Démonstrations	Oui	Source
Si autre, préciser		
Transparence éditeurs	9/10	

Positionnement : 9/10

Positionnement de la solution :



(G2)



(Capterra)

Figure 1. Magic Quadrant for Cloud Financial Planning and Analysis Solutions

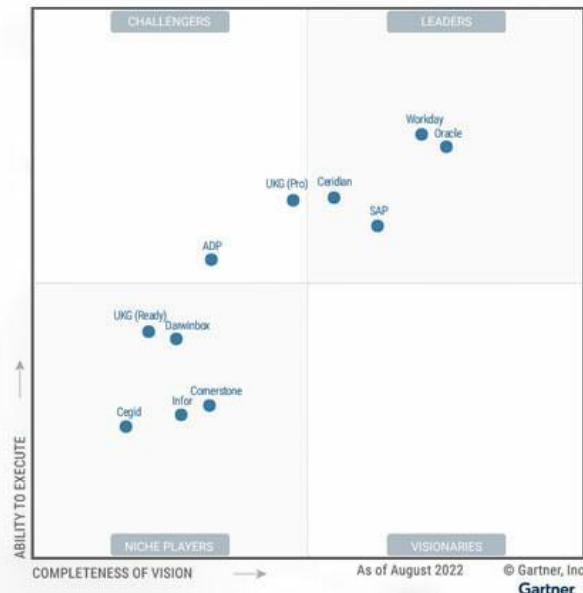


Source: Gartner (August 2020)

(Alsight)

Gartner®

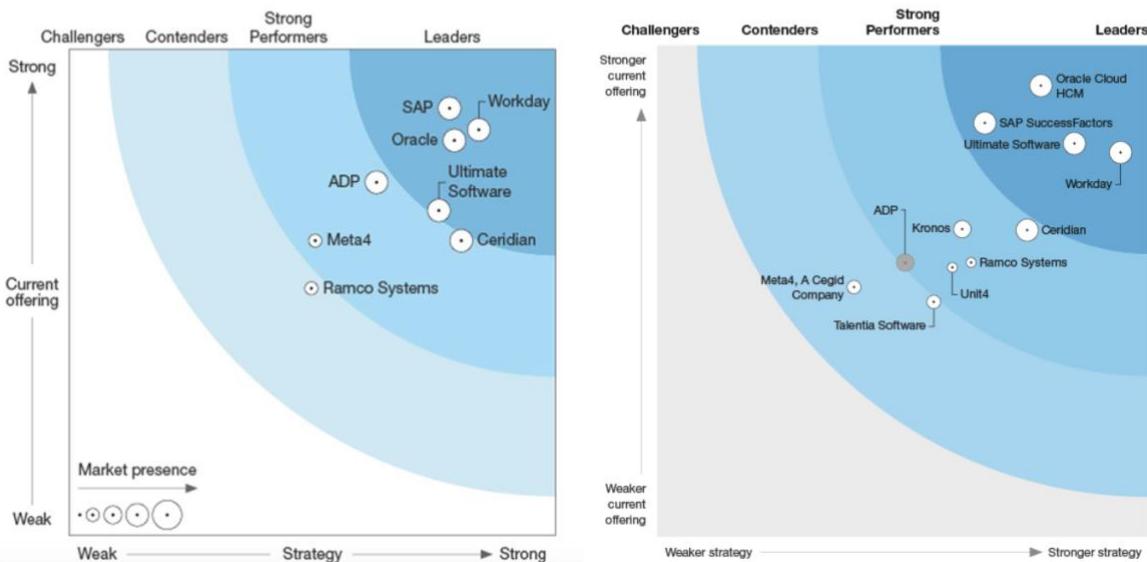
**Magic Quadrant for
Cloud HCM Suites
for 1,000+
Employee Enterprises 2022**



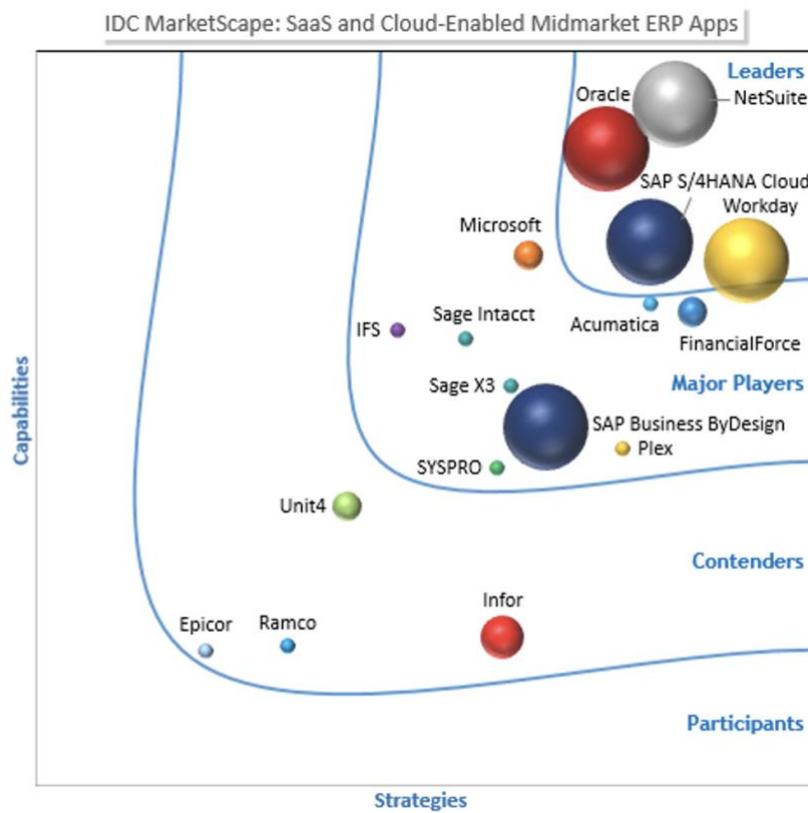
(CX Today)

Riding the Wave

Here are the The Forrester Wave™: Cloud Human Capital Management Suites, for 2017 (left) and 2020 (right)



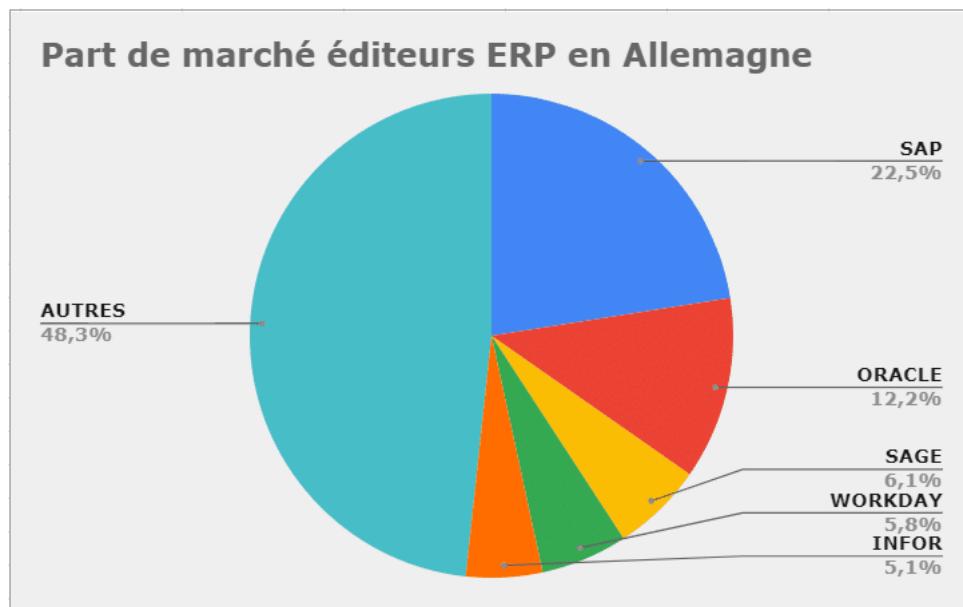
([Fusion Tipster](#))



Source: IDC, 2017

([Syspro](#))

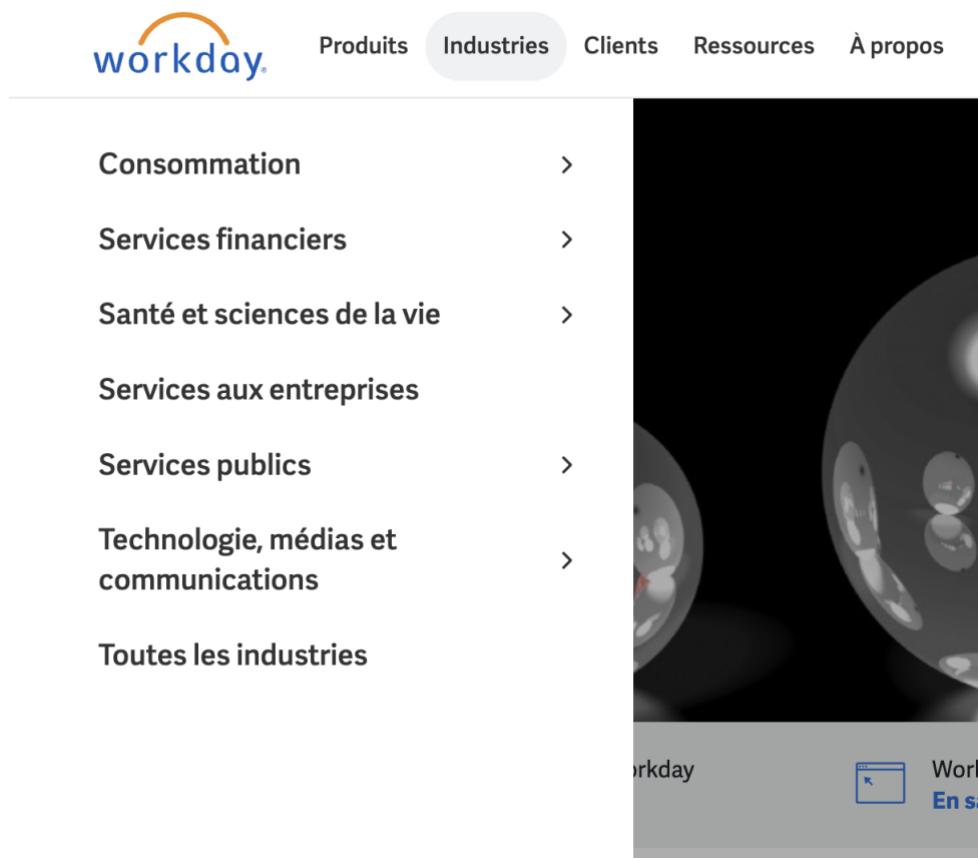
Positionnement de l'éditeur :



([celge.fr](#))

« Nous avons passé le cap des 10 000 clients dans le monde et 2 050 en Europe » énonce d'emblée Pierre Gousset, VP avant-ventes pour l'Europe du Sud chez Workday. L'éditeur spécialisé dans les RH et la planification budgétaire a récemment annoncé ses résultats financiers du quatrième trimestre et de l'exercice 2023, avec 6,22 milliards de dollars de revenus pour l'année. Les chiffres en hausse de 21 % d'une année sur l'autre ont même dépassé les attentes des analystes.

([Le monde informatique](#))



The screenshot shows the Workday website's industry offerings section. The top navigation bar includes links for Produits, Industries (which is highlighted), Clients, Ressources, and À propos. Below this, a sidebar lists various industries with arrows indicating further navigation: Consommation, Services financiers, Santé et sciences de la vie, Services aux entreprises, Services publics, Technologie, médias et communications, and Toutes les industries. To the right of the sidebar is a large, dark, abstract graphic featuring circular patterns. At the bottom of the page, there is a footer with the Workday logo and a link labeled "En savoir plus".

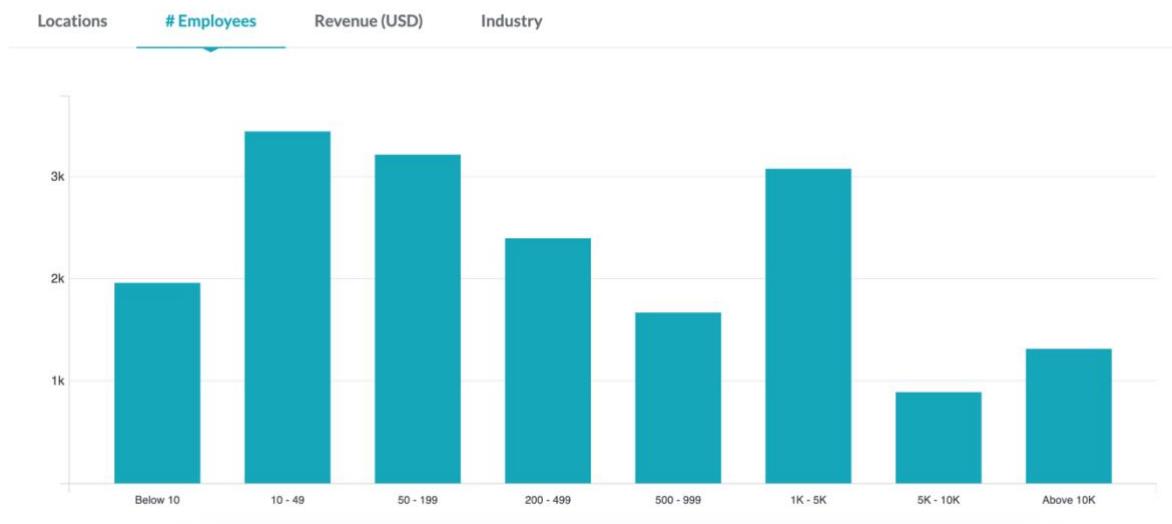
(Workday)

Analyse : Le positionnement de Workday sur le marché est globalement solide, mais il peut être critiqué pour sa focalisation étroite sur les applications de gestion des ressources humaines (RH) et de la finance d'entreprise. Alors que Workday excelle dans ces domaines et est devenu un leader incontesté, il pourrait être perçu comme moins polyvalent que certains de ses concurrents offrant des suites logicielles plus étendues couvrant divers aspects de la gestion d'entreprise. Pour les entreprises cherchant une solution ERP complète, Workday pourrait nécessiter des intégrations supplémentaires avec d'autres systèmes, ce qui peut entraîner des coûts et une complexité supplémentaires. Bien que Workday ait élargi son portefeuille de produits ces dernières années, son positionnement stratégique pourrait nécessiter une évolution pour répondre aux besoins d'entreprises cherchant des solutions globales de gestion d'entreprise.

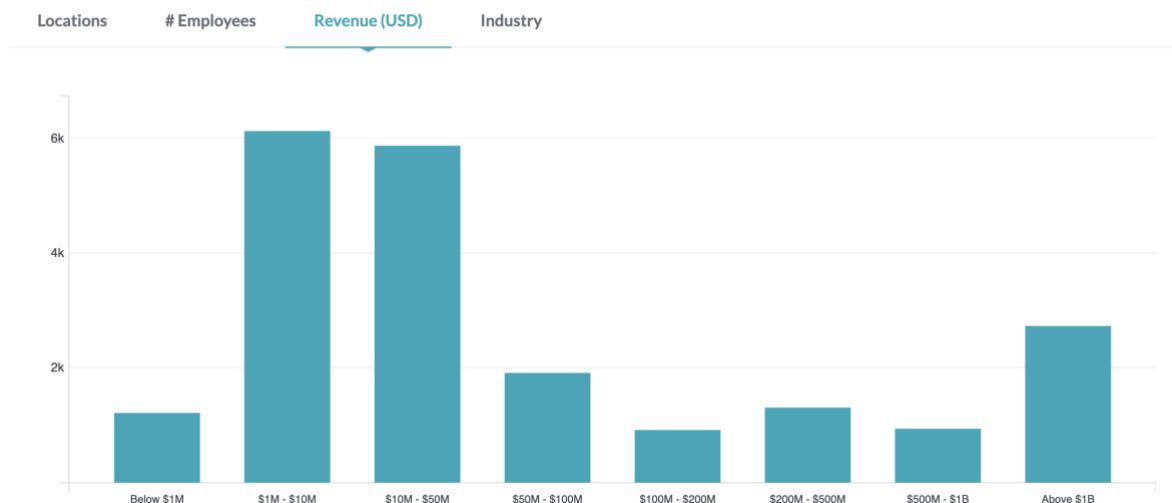
Workday se spécialise dans les ETI et dans certaines industries spécifiques. Cette solution s'adresse essentiellement aux industries de service et principalement sur la finance et la gestion des RH. C'est un pari qui semble fonctionner compte tenu de la croissance de l'entreprise partout dans le monde.

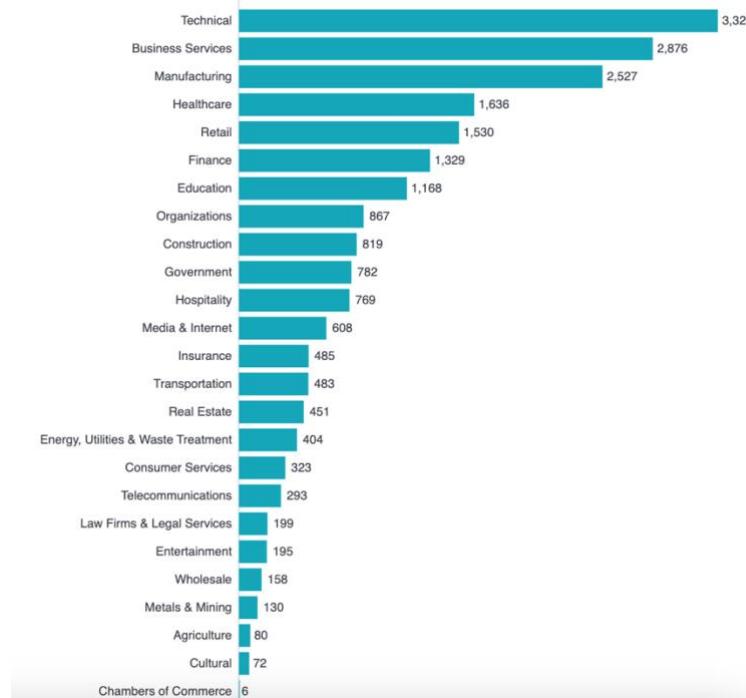
Compatibilité :

Firmographics of Companies using Workday ⓘ

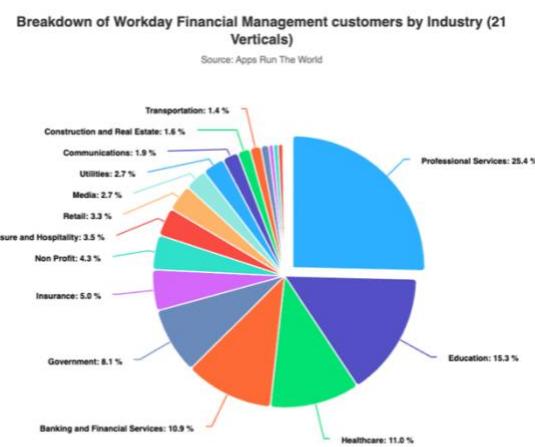
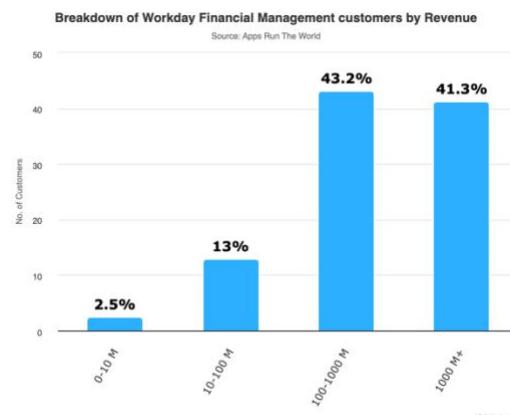
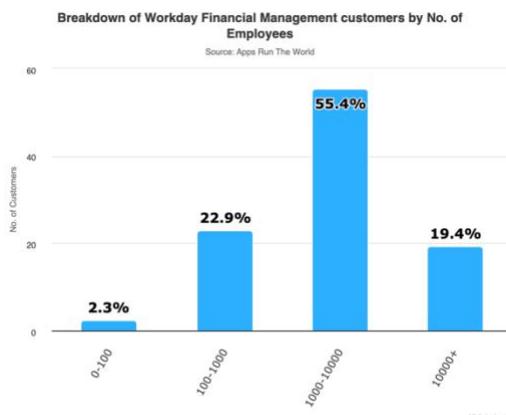


Firmographics of Companies using Workday ⓘ

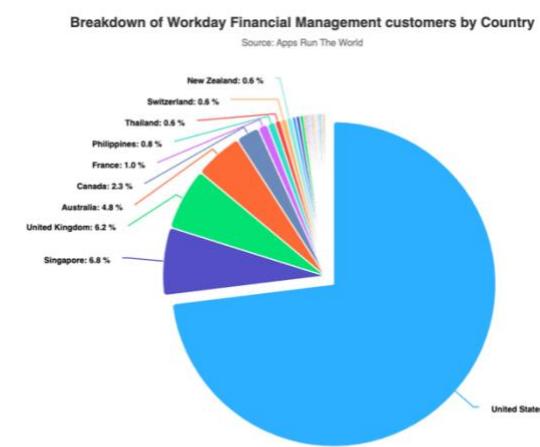




(HG Insights)



Breakdown of Workday Financial Management customers by industry, the largest segments are Professional Services, followed by Education.

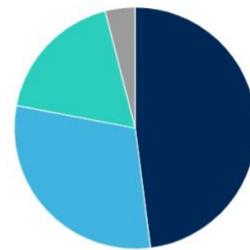
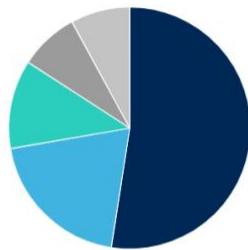
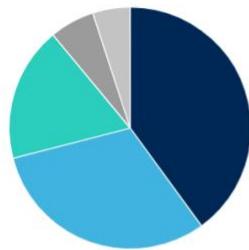


Breakdown of Workday Financial Management customers by Country, the largest segments are United States, followed by Singapore.

(Appsrunttheworld)

Workday Enterprise Management Cloud Reviewer Insights

Peers Recommending This Product



Company Size

● <50M USD	5%
● 50M-1B USD	40%
● 1B-10B USD	31%
● 10B+ USD	18%
● Gov't/PS/Ed	6%

Industry

● IT Services	20%
● Healthcare and Biotech	12%
● Finance (non-banking)	8%
● Miscellaneous	8%
● Other	53%

Deployment Region

● North America	48%
● Asia/Pacific	30%
● Europe, Middle East and Africa	18%
● Latin America	4%

As of Dec 2023 @Gartner, Inc.

Gartner
Peer Insights.

Reviewer Insights and Demographics

Company Size

<50M USD	12%
50M-1B USD	27%
1B-10B USD	36%
10B+ USD	20%
Gov't/PS/Ed	4%

Industry

IT Services	17%
Services (non-Government)	9%
Miscellaneous	8%
Healthcare and Biotech	8%
Other	58%

Deployment Region

North America	46%
Asia/Pacific	26%
Europe, Middle East and Africa	19%
Latin America	9%

(Gartner - Finance)

Company Size

<50M USD	5%
50M-1B USD	40%
1B-10B USD	31%
10B+ USD	18%
Gov't/PS/Ed	6%

Industry

IT Services	20%
Healthcare and Biotech	12%
Finance (non-banking)	8%
Miscellaneous	8%
Other	53%

Deployment Region

North America	48%
Asia/Pacific	30%
Europe, Middle East and Africa	17%
Latin America	4%

(Gartner HCM)

SECTEUR D'ACTIVITÉ	Nom	Chiffre d'affaire	Activité	Nombre d'employés	Pays
Services					
Accor	4,2 milliards d'€	Groupe hôtelier et événementiel	17 300	France	
Webhelp	2,2 milliards d'€	Conseil en expérience client et processus métier	110 000	France	
Netflix	31,6 milliards d'€	Streaming	12 800	USA	
Moongy	625 millions d'€	Conseil aux entreprises	> 8000	France	
PwC	53,1 milliards d'€	Conseil aux entreprises	364 000	UK	
BlaBlaCar	200 millions d'€	Application de covoiturage	700	France	
Vinted	245 millions d'€	Application de vente de vêtements d'occasion	> 1200	Lithuanie	
Club Med	663 millions d'€	Agence de tourisme et réseau de clubs de vacances	> 25 000	France	
Sodexo	21,1 milliards d'€	Restauration d'entreprise	412 000	France	
Wembedia	140 millions d'€	Société de production et de distribution média-tech	2400	France	
MGM China	5,2 milliards d'€	Groupe hôtelier	10 500	France	
Production industrielle					
Ledger	180 millions d'€	Fabrication de clés de sécurisation de cryptomonnaies	> 700	France	
Sanofi	42,3 milliards d'€	Groupe pharmaceutique	> 91 000	France	
Construction	Altrad	3,8 milliards d'€	Construction et services à l'industrie	52 000	France
Activités financières					
Gouvernement - ONG	RATP Dev	620 millions d'€	Exploitation et maintenance de réseaux de transport urbain	3400	France
Énergie	Veolia	42,9 milliards d'€	Gestion de l'eau, des déchets et de l'énergie	220 000	France
Distribution	Franprix	1,44 milliards d'€	Distribution, supermarchés	NC	France
	Harrods	~1 milliard d'€	Grand magasin de luxe	3500	UK
	Shake Shack	900 millions d'USD	Réseau de restaurants	11 700	France
Transport - logistique					
Aérospatial - défense					

TAILLES					
0 à 2M					
2 à 10M					
10 à 50M					
50 à 200M	Wembedia	140 millions d'€	Société de production et de distribution média-tech	2400	France
	Veolia	42,9 milliards d'€	Gestion de l'eau, des déchets et de l'énergie	220 000	France
200 à 1mrD	Moongy	625 millions d'€	Conseil aux entreprises	> 8000	France
	BlaBlaCar	200 millions d'€	Application de covoiturage	700	France
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(Rapport de références : incluant HCM et Financial)

Services	10
Production industrielle	6
Distribution	9
Activités financières	9
Gouvernements et ONG	8
Énergie	6
Transport et logistique	5
Construction	5
Aérospatial et défense	0

0 à 2 millions d'€	0
2 à 10 millions d'€	0
10 à 50 millions d'€	0
50 à 200 millions d'€	7
200 millions à 1 milliard d'€	8
Plus d'1 milliard d'€	10