workday.

eBook

Workday for the Technology Industry

Table of Contents

The World of Technology Is Changing Fast	3
Our Customers Say It Best	5
Everything You Need to Ignite Digital Acceleration	6
Delivering Value to All Areas of the Business	12
A Little More About Who We Are	14

The world of technology is changing fast.

As technology companies drive remarkable change in the business world, they must also contend with the challenges that come with it: increases in market demand, a rise in remote work, the need to scale quickly, and value chain disruption, among others. To address these issues, many of these same organizations are accelerating their digital transformation efforts and building out the agile infrastructure necessary to support them.

But that's easier said than done when inflexible, on-premise systems make it hard to balance critical business procedures and continuity planning with innovation. Without real-time access to accurate data, you're often left playing catch-up with change rather than staying ahead of it.

That's why technology companies with a frictionless foundation for finance, HR, planning, and analytics are better equipped to tackle change with confidence. With an enterprise management cloud from Workday, you can better support current and future business needs, manage uncertainty and risk, and drive smarter decision-making across the organization.

Learn why Workday is a trusted partner to more than 7,900 organizations around the globe—including many of the world's leading technology companies and 45 percent of the *Fortune* 500—and start planning for an even brighter future.

Workday is a proven partner for **technology organizations** of all kinds.

Our customers say it best.

“

We almost made the decision to stick to the familiar world of what we had. Thank goodness we didn’t. We now have HR, Payroll, and Financials in one application thanks to Workday.

Riaan du Preez
Director, HR/Financial Apps, Netflix

“

We’ve got real-time data to identify what’s happening, share that back to the business, and direct people and guide them towards things that are going to be most impactful going forward.

Marc Levine
Executive Vice President,
Chief Financial Officer, Blue Yonder, Inc.

“

Workday allows us to slice and dice through vast amounts of information with ease and speed. More importantly, because Workday’s business process framework is so rigid, the internal controls and approval processes are solid and very auditable. There is never a question that the information is complete and robust.

Leslie Sears
VP Controller, Plex Systems

“

Now we can complete our month-end close in half the time, we can correct the ship and act on insights quickly, creating a multiplier effect for the business.

Nick Glass
Global Finance Director, SiteMinder

Everything you need to ignite digital acceleration.

Agility at the core.

In a changing world, an organization's success depends on the CIO's ability to accelerate digital initiatives that support change and growth. With Workday, IT leaders are at the heart of strategic business decisions. And you get a system that's built to scale and evolve as your organization evolves.

- Build new apps on the trusted Workday cloud to meet changing finance and HR business needs.
- Blend operational data from any source with Workday data to broaden insights and help business leaders make smarter decisions, fast.
- Use an open set of APIs to ensure consistent outcomes, regardless of environment or user interface.
- Scale operations as workloads change and automatically apply resources where and when they're needed.

Resilient operations. Continuous innovations.

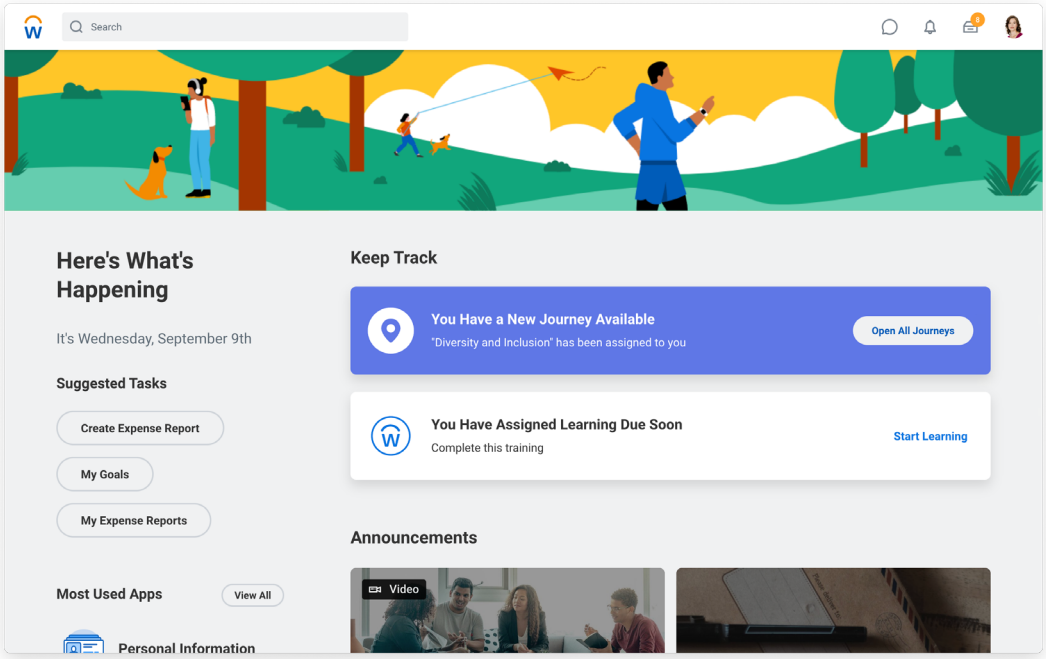
Keep your business running smoothly, no matter the circumstances. Workday empowers your workforce to get the job done—from anywhere. And with innovation such as machine learning automatically delivered, you benefit from the latest updates without disruption to the business.

- Drive end-to-end processes to handle growing demand and unforeseen changes.
- Support your workforce wherever they are with a system that has 99.7% availability.
- Seamlessly integrate with third-party systems—no additional costs or middleware required.
- Keep information safe through contextual data security, continuous data privacy in the cloud, and always-on auditing.
- Adopt new technology without rewriting code or buying a new version—innovation is built into the core of our system.

An HCM system that adapts to the changing world of work.

Your workforce, how and where people work, and even the skills you need continue to shift. Workday Human Capital Management (HCM) provides the ease of use and functionality that enable you to continue building a culture of excellence. And as your employees return to the workplace, you can easily support worker safety, incorporate ongoing planning and learning, and help your people and organization evolve.

- Get a full view of talent, labor, and cost with an HCM system that works alongside finance and payroll.
- Use machine learning and analytics to understand your people's current skills, as well as the ones you need.
- Deliver personalized learning that's relevant, contextual, and engaging to help employees develop and chart their own careers.
- Evaluate the workforce and workplace for reopening based on employee sentiment and eligibility, as well as workplace readiness.
- Establish metrics and actionable strategies to better achieve your belonging, diversity, and equity goals.

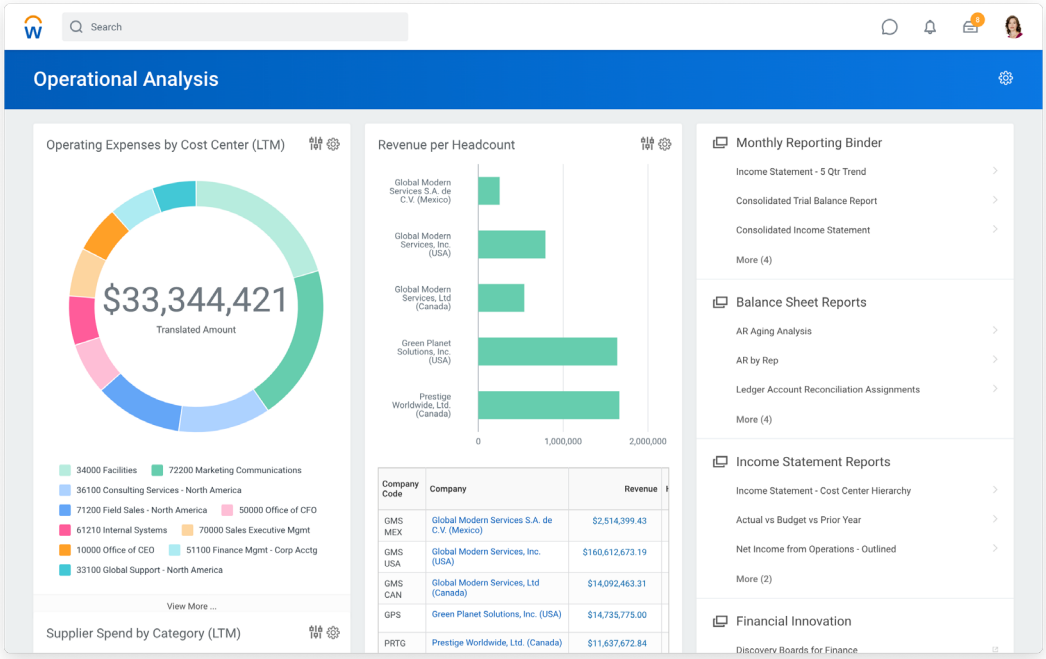


Workday People Experience homepage.

Frictionless finance everywhere you operate.

To prepare for what's next, you need to spend less time on transaction processing and more time on cash preservation, revenue insights, and more. With an agile accounting framework, you can do just that.

- Automate tasks to operate with greater efficiency and at a lower cost.
- Support global growth and liquidity events, including mergers, acquisitions, divestitures, and IPOs.
- Automate monetization for consolidated billing, revenue recognition, and subscriptions.
- Make faster decisions using real-time benchmarking data.
- Easily stay compliant with built-in audit and controls.

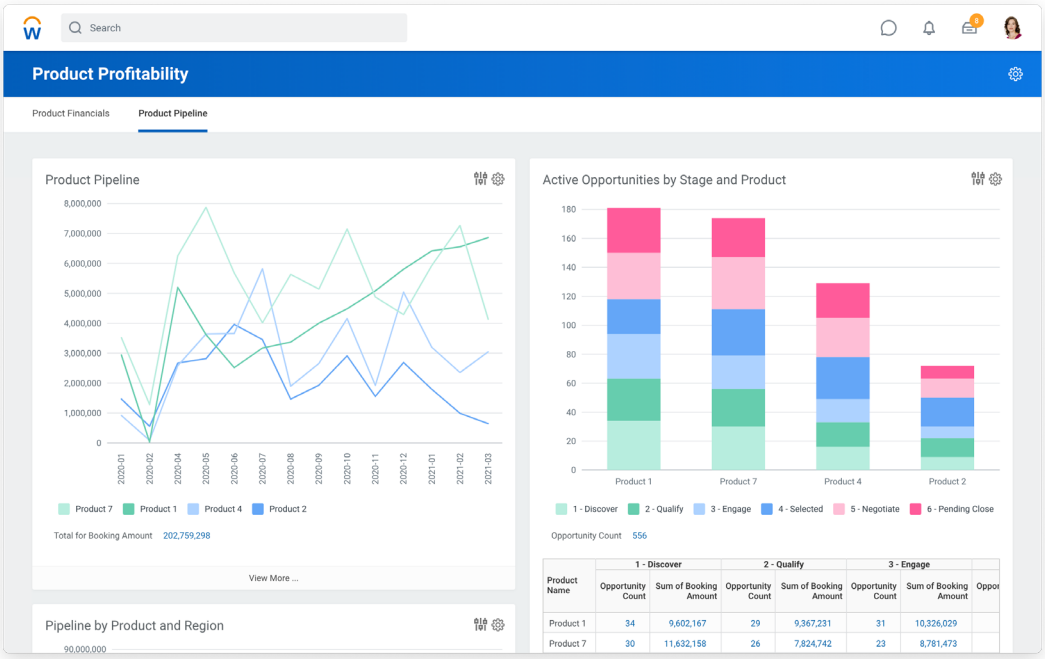


Financial management operational analysis dashboard.

An intelligent data foundation to drive decisions.

To get where you're going, you need to know where you stand. Workday brings financial and workforce transactions, third-party and legacy application data, budgets and plans, peer benchmarks, and more together into a single system, so you can understand your business like never before.

- Adapt to changing markets, product needs, sales channels, and more with one source for data.
- Compare your performance against peer organizations with opt-in benchmarks.
- Look at data from any angle to provide strategic advice to the business.
- Give teams the granular reporting they need while ensuring your sensitive data remains secure.

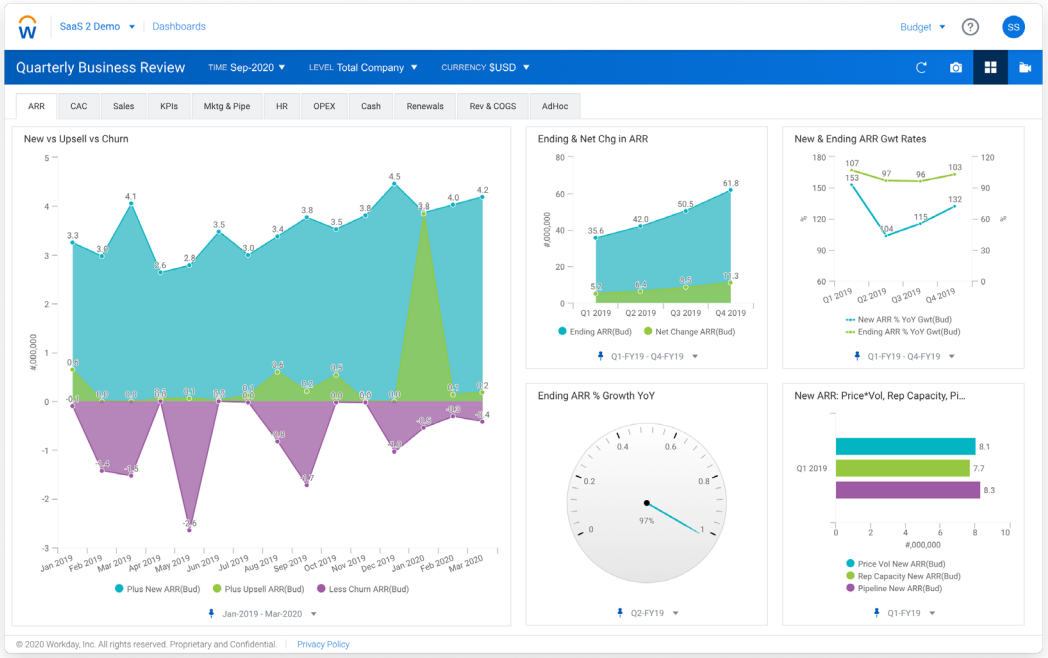


Products profitability dashboard.

Planning that's as dynamic as your organization.

Today, one plan isn't enough. That's why our enterprise planning system empowers you to plan for every scenario and adapt quickly to change for a variety of business functions, including sales, revenue, M&A, products, and more.

- Model what drives your business without having to jump through technical hoops.
- Generate granular sales and revenue planning for pricing, go-to-market execution, and more.
- Bring industry drivers and worker data together to plan your workforce.
- Enable product and customer profitability planning.
- Build strategic plans for everything, from budgeting expenses to forecasting revenue.
- Visualize insights with analytics embedded throughout the planning and reporting process.



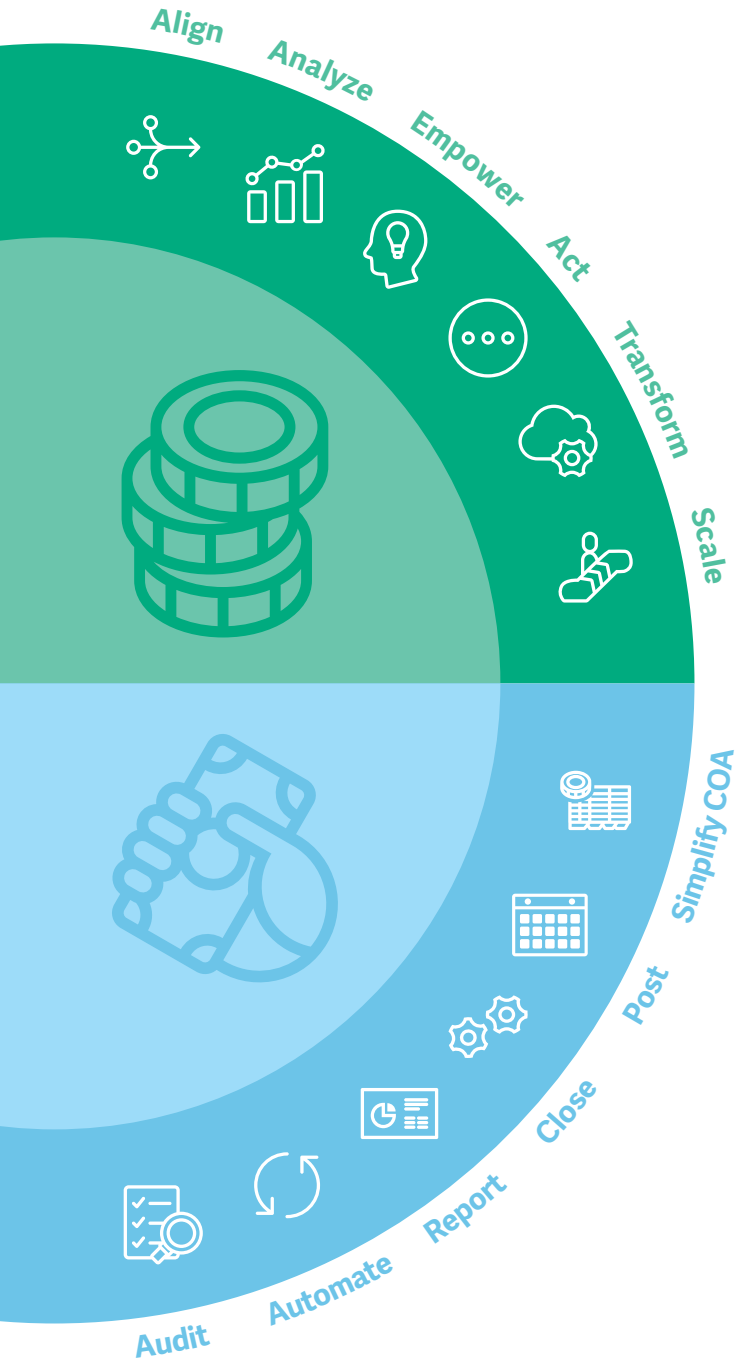
Workday enterprise planning dashboard.

High-performing procurement that keeps costs in check.

Getting what you need when you need it shouldn't have to break the bank. With strategic sourcing and spend management tools, you can increase efficiency and contain costs throughout the entire source-to-pay process.

- Streamline procurement and spend management processes with automation and machine learning.
- Engage stakeholders and suppliers to drive collaboration and deliver results.
- Gain full visibility into procurement spend to manage cash flow and supplier payment terms.
- Efficiently control spend for bidding, requisition, contracting, and more.

Delivering value to all areas of the business.



Finance

Requisition to PO Cycle Time
▼ 27%

Unbudgeted Spend
▼ 15%

Payroll Overpayments
▼ 28%

Unmanaged Supplier Spend
▼ 10%

Out-of-Policy Procurement Events
▼ 50%

Reduced Variance: Actuals vs. Plan
▼ 35%

Accounting & Controls

Time to Close (Quarterly)
▼ 20%

Manual Journal Entries
▼ 42%

Billing Accuracy
▲ 156%

Days Sales Outstanding (DSO)
▼ 29%

Ledger Accounts
▼ 63%

AR Time Spent on Strategic Work
▲ 52%

Delivering value to all areas of the business.

People

Hires per Year

▼ 21%

Candidate Satisfaction

▲ 53%

Learning Hours per Employee

▲ 31%

Onboarding Time

▲ 37%

Employee Self-Service

▲ 4.7x

Process

New Hires Tied to a Requisition

▲ 31%

Time to Implement Org Change

▼ 25%

Time to Integrate Acquisition

▼ 33%

Compensation Cycle Planning Time

▼ 17%

Late Time Corrections per Pay Period

▼ 23%

Accelerated Planning Cycles

▲ 66%

A little more about who we are.

Giving and Doing

Workday is committed to supporting local and global causes that improve the quality of life in the communities where we do business. Workday employees around the globe run, walk, ride, paddle, mentor, advise, feed, read, develop, serve on boards, and even grow mustaches for their favorite causes.

We create opportunity for all.

At Workday, we believe talent is everywhere, but opportunity is not. That's why we built Opportunity Onramps®, a workforce development movement dedicated to creating economic opportunity for all. We provide training, internships, and job opportunities for nontraditional candidates from diverse backgrounds.

We value inclusion, belonging, and equity.

Diversity is not just a business imperative—it's core to everything we do. And our approach to diversity is simple: embrace everyone. We build a culture where all employees can bring their best selves to work, deploy diversity initiatives that acknowledge and support every individual, and create applications that empower inclusivity.

We invest in positive change.

The Workday Foundation strives to positively impact our communities and support employees in their charitable contributions. Our goal is to create meaningful employment, break the cycle of poverty, and transform lives.

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