Add value through Alight's Workday People Analytics offering

Workday People Analytics uses augmented analytics technology to identify prioritized insights in the form of key metrics and business questions, allowing you to identify, understand and act on the underlying drivers around your organizational workforce trends.

Bringing value to your organization

Identify

Important opportunities and risks around key workforce metrics.

Detect

Patterns that an organization may not see or have time to discover.

Eliminate

Time consuming, manual analysis and focus on more strategic work.

Understand

What's happening in an organization's workforce, with clear narratives written in natural language.
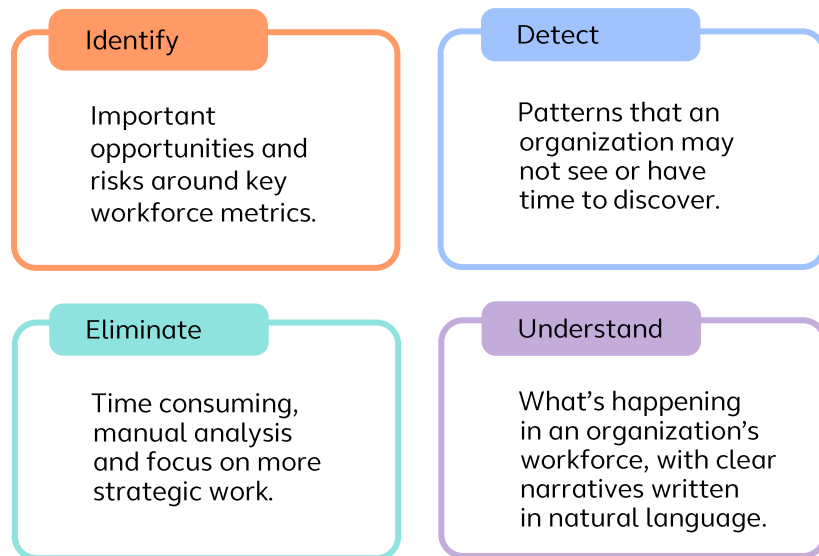
People Analytics KPIs and topic areas

Below are the functional areas Workday People Analytics can assist in providing business insights around, giving your organization the ability to make better people decisions faster.

Hiring

Organizational composition

Diversity and Inclusion

Talent and performance

Retention and attrition

"People are paralyzed by data. With People Analytics, you don't have to be a data scientist to understand your data. It gives me the confidence that I can deliver on what I've committed too, because I know the trends, and where we can close gaps."

— VP of Diversity and Inclusion, Alight

Alight + Workday

While interested Workday customers can simply purchase this functionality as a separate skew, the complex nature of this type of deployment requires an implementation partner. Alight is the first Workday Partner to deploy People Analytics for our own organization, giving us the in-depth and personal experience needed to understand possible pain points your organization may face when deploying this functionality and how to resolve them to ensure your unique business needs are met. Our Workday People Analytics offering is broken down below:

Functional

— Diversity and inclusion
— Organization composition
— Retention and attrition
— Hiring
— Talent and performance

Configuration

— Create/edit base reports
— Field mapping guidance and support
— Data quality validation
— People Analytics installation
— Set-up security and access permissions
— Testing support and remediation
— Migrate to production

Timeline

— 8-12 weeks

Workday People Analytics success stories

Below are a few examples of common challenges Alight has been able to help our customers resolve as they deploy this functionality.

The challenge

— Customizing security around data output based on business needs
— Inability to configure included visualizations of data
— Inability to bring in external data for history or missing products

The solution

— Dedicated customer support throughout project journey
— Approach that enhances client adoption and product comfortability
— Accelerated deployment timeline estimates

About Alight

At Alight, our professional services provide end-to-end partnership for your entire Workday journey. So, no matter where you are, we're ready to help you thrive.

Contact us

For more information or to speak to a Workday expert about how we can help you to get started with Workday Extend, contact us at: Workday.solutions@alight.com

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