



Workday for Healthcare

The landscape for healthcare providers continues to change dramatically. Industry-wide reform and the shift from fee-for-service to value-based reimbursement have resulted in modified business models and widespread consolidation. These changes, along with the importance of finding the right talent, require healthcare providers to become more agile, efficient, and adaptable.

Workday gives healthcare providers across the care continuum the tools to scale to growth, adapt to reform-driven changes, improve operational efficiencies, cultivate the right talent, and implement new business models and service lines.

Designed with direct input from healthcare organizations, Workday delivers industry-specific capabilities to address the needs of healthcare providers, such as managing a diverse clinical and nonclinical workforce, monitoring financial performance, and supporting healthcare supply chain requirements.

Improve Operational Performance

To remain competitive, healthcare organizations are placing a higher priority on improving operational efficiency. By providing a complete picture of your business across financials, talent, and operational data, Workday makes it easier to manage resources, control costs, and steward better supply management.

Workday lets you compare operating costs across the entire organization—whether a single entity or a network with multiple facilities and locations—to find savings and optimization opportunities and manage your operations holistically. You'll also gain deeper insight into your supply chain and other high-spend business areas. This visibility, combined with built-in reporting and planning tools and always-on auditing, helps drive efficiencies, minimize risk, and enable more strategic decision-making.

“The biggest differentiator of Workday is the business process framework, which is the underlying way you design business processes and how they work in terms of roles and assignments. It’s very powerful in that you can have one business process today, and easily change it to something else tomorrow.”

—Jason Frank, Sr. Director of HRIS, Rochester Regional Health System

Key Benefits

- Adapt to an ever-changing healthcare landscape
- Enhance visibility, standardization, and compliance
- Improve efficiency and free up time to focus on clinical initiatives and patient care
- Use a single system for finance, HR, supply chain, planning, and analytics

Workday Applications

Financial Management

- Accounting and Finance
- Audit and Internal Controls
- Management Reporting
- Financial Planning
- Expenses
- Projects
- Grants Management

Financial Performance Management

- Budgeting, Planning, and Forecasting
- Consolidation and Close
- Management Reporting

Supply Chain Management

- Procurement
- Inventory

Human Capital Management

- Human Resource Management
- Workforce Planning
- Recruiting
- Talent Management
- Learning
- Compensation
- Benefits
- Payroll Management
- Time and Absence

Prism Analytics*

Adapt to Growth and Change

It's critical that your technology supports new regulatory requirements and reimbursement models. The single configurable technology architecture of Workday allows you to alter organizational structures, update business processes, and change reporting hierarchies without the need for intervention from your IT team.

As your organization grows and changes, Workday helps you:

- Evaluate the effectiveness, performance, and financial viability of new business models, acquisitions, and consolidations
- Accelerate post-merger integration of data, creating cost and procurement synergies
- Support more effective onboarding and retention efforts with immediate visibility into talent acquired through mergers and acquisitions

“Workday allows us to meet our growth objectives.”

–Louis Salamone, CFO, CityMD

Attract, Develop, and Retain the Best Talent

Labor costs are among the highest expenses for healthcare organizations, which makes optimizing resources and minimizing turnover essential. By streamlining processes, Workday enables your HR team to focus on talent growth, innovation, and productivity to deliver the best possible care.

Easily manage, engage, and assess your talent at all aspects of the employee life cycle, from recruiting and hiring through to performance and development. Workday provides a single source of record for recruiting best-fit candidates, identifying skills and strengths, planning for succession, assessing retention risk, and tracking certifications and licensure.

Workday helps you align your workforce—including physicians—to your strategic objectives, improving performance and patient satisfaction. It also increases employee engagement with intuitive applications that can be accessed anytime, anywhere, from any device. And it makes it easier to manage the complex compensation structures related to union contracts, contingent labor, and FLSA mandates.

“We wanted to provide a best-in-class system that will help employees be more efficient and effective in their jobs. Ultimately, we want to enable the healthcare professional to focus even more on the people they serve.”

–Blair Lake, VP of Human Resources,
Community Health Services

Enhance Supply Operations and Reduce Costs

Supplies account for almost one-third of a healthcare organization's total operating budget, making it an ideal area of focus for cost containment and streamlining. Aside from cost, the healthcare supply chain has a direct impact on customer care and the productivity and satisfaction of clinical staff—who spend more than 30 percent of their time on supply-related tasks.

Workday combines procurement, inventory, financials, planning, and analytics in a single cloud-based system, allowing you to support superior patient care with an automated and seamless process for purchasing, stocking, tracking, and replenishing items and services.

Workday can also help you make better contracting and standardization decisions, analyze and manage usage and spend, and ensure compliance to contract pricing and product formularies through self-service and automated requisitioning.

Make Better Decisions with Improved Insight

Analytics tools are critical in answering the questions that impact the value and success of your organization. Workday combines financial and workforce information with key operational metrics, satisfaction scores, benchmarks, and data from your clinical and revenue accounting and other ancillary systems in a single actionable experience. Get all the insight you need without separate business intelligence tools or data warehouses. This helps you answer a wide range of questions, such as, “How effectively are we driving standardization and contract compliance?” and “How did my physician practice perform in planned work hours per procedure versus actual hours worked?”

Workday enables reporting across every aspect of your organization to make it easier to analyze profitability, payroll costs, performance, retention risk, inventory, and more. Support cross-organization collaboration for budgeting and planning using familiar worksheet functionality, eliminating the need to manually share and maintain spreadsheets.

Be Ready for What's Next

Workday is invested in creating and evolving business applications to help healthcare organizations run more effectively. With an innovative foundation and a cloud delivery model, Workday grows and adapts with your organization over time so you can move into the future and handle whatever comes next.

“Workday is a scalable system with the flexibility to respond quickly to Ochsner’s strategic vision around growth.”

–Tracey Schiro, VP HR Employee Services,
Ochsner Clinic Foundation

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