

# Workday HCM Interview Questions

Workday was established on an innovative idea to allocate people at the center of enterprise software. Workday HCM was introduced to unite a wide range of HR functionality into a single system. Human Capital Management (HCM) advance towards employees as assets, whose current and future value can be measured and enhanced through investment.

## 1. What is Workday?

- Workday is a new generation of cloud-based applications that service human resources, payroll, and financial needs for organizations.
- Workday is the leader in cloud-based, enterprise applications that combine a lower cost of ownership with an innovative approach for global businesses.
- Workday provides unified Financial Management and Human Capital Management (HCM) applications designed for today's organizations and the way people work.
- Workday is delivered in the cloud and leverages a modern technology platform, which will provide greater information accessibility.

## 2. What are the different modules present in Workday?

The different modules present in Workday are:

- Workday HCM
- Workday Financial

## 3. What are the advantages of Workday?

- Workday enables 24/7 access to the information over a secure network.
- Workday's SaaS/cloud delivery model allows services to reach customers with a minimal number of servers, reducing energy needs.
- Workday functionality offers employee and manager self-service, enabling staff to update or access their information privately from any computer or mobile device with internet access
- Workday is designed to support the unique needs of higher education.

## 4. Will Workday work on any computer with any internet browser?

Workday is supported by most internet browsers, including Internet Explorer, Google Chrome, Mozilla Firefox and Safari. For those who need to use older versions of IE (e.g., Darcy or IRES users), you will need to use Chrome, FireFox or Safari to log into Workday.

## 5. What does "ERP" mean and how does it relate to Workday?

"ERP" is an acronym for "Enterprise Resource Planning" and is a generic industry term for integrated suites of business systems (such as payroll, HR, and finance systems). Workday became ERP for human resources, academic, and payroll business processes as of July 2015.

## 6. What types of reports will Workday provide?

HCM, payroll, and financials in Workday will have standard and custom reports according to its primary business focus. Some reports combine information from both the HCM/Payroll and the Financials modules. Reports can have features such as custom prompts, calculated fields, and interactivity, as well as graphics and charts. Data in certain types of reports can also be made available to other applications.

## 7. What sources of information will be used in Workday for reporting in the future?

In addition to becoming the official source of business information for HCM, payroll, and financials, Workday will also become the main source for your reporting needs whenever possible. Reporting from the Institutional Data Store (IDS) using Cognos or other tools will supplement Workday reporting capabilities and will be used whenever data that do not exist in Workday are needed.

## 8. If I am used to getting my reports through Cognos, where will I get them when Workday goes live?

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