Welcome to our 5th annual UW TechConnect Conference

Key points to remember:

- Networking event starts at 3:45 in the HUB Ballroom
- Use #uwtechconnect to connect on social
- Be sure to check-in with your Husky Card
Benchmarking and Analytics:

New Frontiers for Using HR and Payroll Data at the UW

March 13, 2018
Karen Matheson, ISC Reports Manager
Paula Ross, ISC Applications Director
What We’re Talking About

> Introductions
> Workday, the ISC and reporting
> Reporting hierarchy of needs
> Sample Analytics Reports
> Workday Reporting Tips/Tricks
Who am I?
Who am I?

**Change**
- Contact Information
- Personal Information
- Emergency Contacts
- Legal Name
- Business Title

**View**
- About Me
- Addresses
- Email Addresses
- Address Changes
- Name
- More (2)

**External Links**
- Legacy Employee Self-Service
- Identity.UW
Workday, the ISC and reporting

> Workday replaced a 34 year old legacy system
  > Fully-integrated
  > HR/Payroll Information
> Integrated Service Center (ISC) was established
> Workday reporting team as part of Applications Management in the ISC
> Reporting from Workday is just one part of the puzzle
Maslow’s hierarchy of needs

- **Physiological needs**
  - food, water, warmth, rest

- **Safety needs**
  - security, safety

- **Belongingness & love needs**
  - intimate relationships, friends

- **Esteem needs**
  - prestige, feeling of accomplishment

- **Self-actualisation**
  - achieving one’s full potential, including creative activities

- **Self-fulfillment needs**
ISC’s reporting hierarchy of needs
(non-empirically based observations from a sample size of two individuals with questionable generalizability)
Sample Reports – Audits

- Time Off Correction Audit R0496
- LOA Tracking Audit Report R0490
- Earnings and Actuals R0430/R0431
Sample Reports – Transactional

- Business Processes Initiated by Me R0552
- General Employee Roster R0115
Sample Reports – Institutional

> U.S. Census of Higher Ed Public Employment & Payroll
> IPEDS Roster Report
Sample Reports – ISC Benchmarking

Tier 2 support team business process step completion and timing by worker and month
### Unit/Departmental Benchmarking

> **R9000: YOUR routine BP Counts and Time Avg by Month**

<table>
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<tr>
<th>Action Event has Target Organization</th>
<th>Business Process Type</th>
<th>09/2017</th>
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<th>10/2017</th>
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<td>Average Time (Days)</td>
<td>Min Day(s)</td>
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348 items
Workday Industry Benchmarking Tools

> Comparison to other Workday clients
  – Education, nonprofit, public sector
  – Healthcare sector
  – Technology, communications, media

> Higher level broad metrics
  – Workforce Composition
  – Turnover
  – Business process steps/timing
High Level Analytics – Fun with Box Plots!

> Box and Whisker brief recap

- Max
- Upper Quartile (*top 25%*)
- Median (*middle*)
- Lower Quartile (*bottom 25%*)
- Min
Business Process Analytics

Top HR/P Business Process Completion Time by Month

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<th>Month</th>
<th>Avg Completion Time (Days)</th>
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<td>7,943</td>
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<td>Nov</td>
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<td>3,440</td>
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Sup Org

- (All)
- CAS: College of Art & Letters
- CBE: College of Business & Economics
- College of Education
- College of Engineering
- College of the Environment
- CoMotion
- Continuum College
- CR3, CRS
- ED: College of Education
- EVANS, Daniel J.: College of Engineering
- Graduate School
- Health Sciences Administration
- Information School
- Michael G. Foster School of Business
- Office of Vice Provost and Associate Provost
- Provost, Academic Affairs
- Provost, Academic Affairs
- Provost, Academic Affairs
- Provost, Academic Affairs
- Provost, AVP Faculty Affairs
> Questions?