

Release:	2020R2	Title of Change:	Discovery Boards on Workday-Delivered Report Data Sources	Opt In or Automatic?	Setup Required
Functional Area:	Cross Application Services		Community Resources:	https://community.workday.com/node/667896 JIRA: PRISM-64955	
Description of Change:	Discovery Boards provide a modern and intuitive report authoring experience in Workday and will enable you to perform ad hoc analysis by iteratively asking questions around data. 2020R2 will enable you to leverage Discovery Boards on a curated list of Workday-delivered report data sources from HCM, Financial Management, Spend, and Student applications.		Target Audience:	Available to all customers (previously was only available to customers who subscribed to Prism). People Analytics and Finance teams will benefit as they can perform quick analysis without requiring in-depth report writer experience.	
Uptake Complexity:	Low	Impacted Modules:	HCM, Finance	Prerequisite:	None
Description of Uptake Project:			Assumptions:	Level of Effort:	
<ul style="list-style-type: none"> Enable domains for Drive and Discovery Boards. <ul style="list-style-type: none"> Provide training for non-report writers. Confirm release dates as the roll-out to Production tenants is determined by Data Center. Monitor use as multiple users/queries may impact current scheduled processes and tasks 			Existing security determines user access to data.	Low	

Functional Area:	Cross Application Services	Title of Change:	Mass Actions in Workbooks for Termination and End Contingent Worker Contract	Opt In or Automatic?	Setup Required
Release:	2020R2	Community Resources:	https://community.workday.com/node/666103		
Description of Change:	Workday enables you to use mass actions to initiate the Termination and End Contingent Worker Contract business processes using Workbooks. This reduces manual effort and increases efficiency by enabling you to process the events for employees and contingent workers in bulk.		Target Audience:	HR Administrators For all employee and contingent worker types, you can use this feature to manually initiate the Termination and End Contingent Worker business processes in bulk using workbooks. For fixed-term employees and contingent workers with a predetermined employment or contract period, you can use the Automate Initiation for Terminate and End Contingent Worker Contract features to automate the tracking of employment and contract end dates and initiation of these business processes using the Mass Operation Management task.	
Uptake Complexity:	Med	Impacted Modules:	HCM	Prerequisite:	Drive, <u>Worksheets</u>
Description of Uptake Project:			Assumptions:	Level of Effort:	
<ul style="list-style-type: none"> •Enable domains for Drive, Worksheets and Mass Action Events. •Configure Mass Action Event, Termination and End Contingent Worker Contract Business Processes. •Consider notifications needed prior to mass action. 			None	Med	

Release:	2020R2	Title of Change:	Org Studio and Mass Actions Workflow and Usability	Opt In or Automatic?	Setup Required*
Functional Area:	Cross Application Services		Community Resources:	https://community.workday.com/node/667494 JIRA: ORGMOD-1088 Setup Org Studio and Mass Actions	
Description of Change:	Org Studio and Mass Actions will simplify how you control access with new domains. We will provide more business process options, enabling you to manage the design workflow. We'll also add usability improvements and related actions to the organization design experience.		Target Audience:	Organization Administrator	
Uptake Complexity:	Low	Impacted Modules:	<ul style="list-style-type: none"> • Business processes • Organizations • Staffing 	Prerequisite:	Configured Org Studio and Mass Actions, Drive
Description of Uptake Project:			Assumptions:	Level of Effort:	
Review and set up your domain security policies for Maintain: Org Designs and Participate: Org Designs as well as security for the Reorganization with Org Studio and Mass Action Event business processes to plan, review, and implement reorganizations. *If you already configured Org Studio and Mass Actions, no additional steps are necessary.			Already configured Org Studio and Mass Actions	Low	

Release:	2020R2	Title of Change:	Coordinate Compensation Review Events	Opt In or Automatic?	Setup Required
Functional Area:	Human Capital Management		Community Resources:	https://community.workday.com/node/668072 JIRA: HRCOMPREV-18535	
Description of Change:	Workday will simplify how you coordinate parallel events during a compensation review. You'll be able to configure participation rule sets with more straightforward options for employees, pools, and awards.		Target Audience:	All customers using participation rules with merit process.	
Uptake Complexity:	Low	Impacted Modules:	HCM, Adv Comp	Prerequisite:	None
Description of Uptake Project:			Assumptions:	Level of Effort:	
Workday is shifting from Create Compensation Review Participation Rule to Maintain Compensation Review Participation Rule Sets. This will allow for better organization and precision of coordinated events. <ul style="list-style-type: none"> • Begin with defining a Participation Rule Set using Maintain Compensation Review Participation Rule Set. • Available options to create participation rules are the same as before, but the interface is much improved with the inclusion of check boxes instead of menus. • There is now a copy function to add similar rules more quickly • Upon process initiation, add the relevant rule sets instead of individual participation rules. • Workday will provide a task to convert existing rules into rule sets. 			No assumptions	Low	

Release:	2020R2	Title of Change:	Duplicate Management Framework	Opt In or Automatic?	Opt In Setup Required
Functional Area:	Human Capital Management		Community Resources:	https://community.workday.com/node/667941 https://community.workday.com/articles/666124 JIRA: HRPERSONINF-6319	
Description of Change:	The Duplicate Management Framework enables you to easily find, merge, and unmerge duplicate person records across Workday,		Target Audience:	All HCM customers (not available if using Student)	
Uptake Complexity:	Low	Impacted Modules:	HCM, Recruiting	Prerequisite:	None
Description of Uptake Project:			Assumptions/Special Considerations:	Level of Effort:	
<ul style="list-style-type: none"> Configure Duplicate Management domain security Access the Opt-in to Duplicate Management *Note: Once you opt-in, you cannot opt-out Access the Manage Match Rules task to configure matching rules (must select at least one: DOB, e-mail, Nat'l ID, phone, or Previous Worker ID). Determine if duplicates should be automatically merged and if certain person types should be excluded. Schedule the Find Duplicates Job Duplicate records can be located on the candidate profile or by running the Manage Duplicate Records report 			<ul style="list-style-type: none"> Not available with Student "Merge with Other" feature is not currently available in the new feature, although is planned for a future release. 	Low	

Release:	2020R2	Title of Change:	Talent Marketplace		Opt In or Automatic?	Setup Required
Functional Area:	Human Capital Management			Community Resources:	https://community.workday.com/node/667670 https://community.workday.com/articles/665966 JIRA: TM-3914	
Description of Change:	Workers will be able access the new Opportunity Marketplace and Gigs applications to discover internal job postings and short-term work opportunities. This will help encourage and promote short-term work opportunities and relevant training, making it easier for you and your workers to optimize talent resources.			Target Audience:	Talent Acquisition	
Uptake Complexity:	High	Impacted Modules:	Talent	Prerequisite:	Enable Skills Cloud and opt in to the HCM Machine Learning GA Features Innovation Service.	
Description of Uptake Project:				Assumptions:	Level of Effort:	
Ensure that you enabled Skills Cloud, and then opt in to the HCM Machine Learning GA Features service. Configure access to the new domains and the new business processes. Then set up the Opportunity Marketplace. Enable the Talent Marketplace functional area. Create Assignable Role, Security Groups, Domain Assignments, Business Processes, Categories, Reporting, Tenant Setup, Dashboards.				Recommend intersection security groups for the new domains.	High	

Release:	2020R2	Title of Change:	Workday Assistant for Job Changes	Opt In or Automatic?	Setup Required
Functional Area:	Human Capital Management		Community Resources:	https://community.workday.com/node/667788 JIRA: HRCORE-64454	
Description of Change:	Improvements to Workday Assistant enables you to initiate job changes by having a conversation with the Workday Assistant chatbot. We'll also enable you to use the chatbot for changes to job information and to quickly retrieve information in Workday.		Target Audience:	HR Administrators	
Uptake Complexity:	Low	Impacted Modules:	HCM	Prerequisite:	Subscribe to Innovation Services and opt-in using the Innovation Services Opt-In task
Description of Uptake Project:			Assumptions:	Level of Effort:	
Access the Change Job business process security policy, and grant security groups access to the Change Job (REST Service) initiating action. Review and update Domain Security Policy Permissions as needed: Security groups require View and Modify access on Staffing Actions: Change Job Date and Reason domain Security groups require View and Modify access on Staffing Actions: Job Profile domain Security groups require View and Modify access on Staffing Actions: Business Title domain Access Tenant Setup > Workday Assistant to enable intended usage using the Enable Change Business Title and Enable Change Job Profile check boxes in the Change Job section. Specify a default reason for each enabled action.			Workday Assistant is enabled.	Low	

Release:	2020R2	Title of Change:	Worker Search and Prompts		Opt In or Automatic?	Automatic
Functional Area:	Human Capital Management			Community Resources:	https://community.workday.com/node/667877 JIRA: HRINFRA-10218	
Description of Change:	Workday will continue to enhance how you search for workers in global search, reports, and tasks. We'll also introduce new options that help you better protect worker data while also providing a more intuitive search experience.			Target Audience:	Available to all customers passively. Day to day operation is unchanged if you do nothing. Customers who have a business need to limit employee searches based upon legal or preferred name will truly leverage the benefit of this change.	
Uptake Complexity:	Low	Impacted Modules:	All	Prerequisite:	None	
Description of Uptake Project:				Assumptions:	Level of Effort:	
<p>The new domain, Search: Current Legal Name and All Historical Names, comes delivered with View permissions assigned to All Users. This is provided automatically.</p> <p>A small additional effort is required for companies that wish to limit the ability of some users to search for workers by legal and historical names. To do this, make the following changes.</p> <ol style="list-style-type: none"> 1. Remove All Users from Search: Current Legal Name and All Historical Names 2. Add the specific groups who will be allowed to search by legal and historical names. 3. Test the changes 4. Communicate UI changes to impacted groups and modify user guides 				No assumptions		<p>Effort is only required if there is a need to control searches by legal or historical names.</p> <p style="text-align: center;">Low</p>

Release:	2020R2	Title of Change:	Learner Experience		Opt In or Automatic?	Setup Required
Functional Area:	Learning		Community Resources:	https://community.workday.com/node/668022 https://community.workday.com/articles/667541 JIRA: LRN-14042		
Description of Change:	Provides a new Learner layout for lessons, courses and programs, with clear visibility of key information including pre-requisites, where the Learner is in the course or program, what's next and what is optional. This gives the Learner improved user experience as they consume learning content in Workday.		Target Audience:	Customers using the Learning module This feature only changes the Learner experience for lessons, courses and programs. There are no changes to the Learning Administrator view, and no changes to the Learner landing page.		
Uptake Complexity:	Low	Impacted Modules:	Learning	Prerequisite:	None	
Description of Uptake Project:				Assumptions:	Level of Effort:	
1. You will have to opt-in to Learner Experience on the 'Maintain Feature Opt-Ins' report to use this functionality in a browser. This feature is automatically available on mobile. 2. The new user experience may require updates to your training materials for Learners that relate to navigating within lessons, courses and programs in a browser and the mobile application.				None	Low	

Release:	2020R2	Title of Change:	Employee Flexible Payment and Deduction Options	Opt In or Automatic?	Opt In Setup Required
Functional Area:	Workday Payroll		Community Resources:	https://community.workday.com/node/667951 JIRA: PAYWDCORE-30274	
Description of Change:	Ability to configure a centralized process to manage one-time or recurring deductions for workers. Ability to set target or goal amounts for deductions. Workers will also be able to review their balances, such as loan balances.		Target Audience:	Workday Payroll Customers (US, UK, FRA, CA)	
Uptake Complexity:	Medium	Impacted Modules:	Payroll	Prerequisite:	Workday Payroll (US, UK, FRA, CA)
Description of Uptake Project:			Assumptions/Special Considerations:		Level of Effort:
<ul style="list-style-type: none"> • Configure Flexible Payments and Deductions domain security • Create new default business processes with appropriate approval flows, notifications, etc. • Create earnings and deductions as needed • Access the “Maintain Flexible Payment and Deduction Options” task to create payment and deduction types and associated parameters. • Update the Pay dashboard with the “My Payments and Deductions” task 			<ul style="list-style-type: none"> • Retro, Gross-ups, Manual Payments, Reversals and Net Pay Validations are not supported • When a worker changes positions or orgs, unpaid balances move with them • Leave of Absence cases prorate the deduction amount across sub-periods • The existing “Request Loan and Payroll Advance” business processes will eventually be retired – recommend moving to the new business process 		Mid

Release:	2020R2	Title of Change:	Mass Assign Pay Groups		Opt In or Automatic?	Setup Required
Functional Area:	Workday Payroll		Community Resources:	https://community.workday.com/node/667418 JIRA: PAYWDINPUT-2058		
Description of Change:	Workday will enable Payroll Partners/Administrators to mass load pay group assignments, saving time in cases such as seasonal company promotions, reorganizations, and mergers and acquisitions.		Target Audience:	Workday Payroll Customers		
Uptake Complexity:	Low	Impacted Modules:	Payroll	Prerequisite:	Workday payroll	
Description of Uptake Project:				Assumptions/Special Considerations:	Level of Effort:	
<ul style="list-style-type: none"> Configure domain security so that Payroll Administrators and Partners can use the Assign Pay Group (Web Service) initiating action and create and launch EIBs 				<ul style="list-style-type: none"> The EIB template will not be automatically populated with data. Recommended max number of workers in a single Assign Pay Group load is 500,000. 	Low	

Release:	2020R2	Title of Change:	Payroll Costing Allocations Worktags		Opt In or Automatic?	Opt in Setup Required
Functional Area:	Workday Payroll			Community Resources:	https://community.workday.com/node/666848 JIRA: PAYWDACCT-4725	
Description of Change:	Support of allowed and required related worktags for costing allocations. Ability to disallow inactive values.			Target Audience:	Workday Payroll	
Uptake Complexity:	Low	Impacted Modules:	Payroll	Prerequisite:	Using payroll costing allocations	
Description of Uptake Project:				Assumptions/Special Considerations:	Level of Effort:	
<ul style="list-style-type: none"> • Enable Related Worktags for Payroll Costing Allocation in Edit Tenant Setup – Payroll • Access the Maintain Worktag Usage report to configure allowed payroll costing allocation types along with allowed and required functionality as applicable. <ul style="list-style-type: none"> • Defined allowed/disallowed worktags for specific <u>worktag</u> instances 				<ul style="list-style-type: none"> • Disallow Inactive is not doesn't support the following costing allocation functions: <ul style="list-style-type: none"> • Employer Paid Expense • Earning and Deduction • Fringe Benefit Recovery • Fringe Recovery Costing • Create Payroll Accounting Adjustments 	Low	

Release:	2020R2	Title of Change:	Switch Primary Jobs	Opt In or Automatic?	Automatic
Functional Area:	Workday Payroll		Community Resources:	https://community.workday.com/node/665579 JIRA: PAYWDCORE-34244	
Description of Change:	With this release, Workday will enable you to switch a worker's primary job when they have in-progress pay or retro pay results. This provides you the flexibility to switch jobs more conveniently, regardless of whether there are open pay periods.		Target Audience:	Workday Payroll customers who use the multiple-jobs feature	
Uptake Complexity:	Low	Impacted Modules:	Payroll	Prerequisite:	Utilization of the multiple-job feature
Description of Uptake Project:			Assumptions/Special Considerations:	Level of Effort:	
<ul style="list-style-type: none"> Prior to this feature release, the "switch primary job" task would be blocked if the worker had "in progress" pay results. Now you will be able to switch the worker's primary job regardless of any pay results in progress. 			<ul style="list-style-type: none"> Assumes you are utilizing the multiple job feature Re-calculation is required for any "in progress" results after the worker's primary job has been changed. 	Low	

Release:	2020R2	Title of Change:	Third-Party Payroll Errors Collaboration	Opt In or Automatic?	Setup Required
Functional Area:	Integration		Community Resources:	https://community.workday.com/node/667830 JIRA: PAYEXTERNAL-16242	
Description of Change:	We will provide a more collaborative experience for third-party payroll errors, making it easier for you to assign errors for resolution and track error status. We'll also update audit reporting to give you an immediate, up-to-date view on the progress of error corrections. This streamlined process will reduce time required to resolve errors and will give you information for evaluating and handling any recurring errors.		Target Audience:	Payroll Administrators	
Uptake Complexity:	Medium	Impacted Modules:	Payroll Integrations	Prerequisite:	
Description of Uptake Project:			Assumptions:	Level of Effort:	
<ul style="list-style-type: none"> New task to configure ... Maintain Errors from 3rd Party Payroll New report to review ... 3rd Party Errors Report Define custom comparison rules by country for Global Payroll Reconciliation 			<ul style="list-style-type: none"> Payroll Webservice to import errors from 3rd Party Payroll vendors is being used (2020R1)/implemented 	Med	

Release:	2020R2	Title of Change:	Upload External Payroll Documents	Opt In or Automatic?	Setup Required
Functional Area:	Payroll / Integrations		Community Resources:	https://community.workday.com/node/667796 JIRA: PAYEXTERNAL-16367	
Description of Change:	Ability to upload <u>payslips</u> , tax documents, and other payroll documents from your external payroll system into Workday using a web service or a new integration template. Ability to enable employees to access their external payroll documents, helping them quickly access important payroll documents such as <u>payslips</u> .		Target Audience:	Payroll Administrator, Integration Administrator	
Uptake Complexity:	High	Impacted Modules:	Payroll, Cross Application	Prerequisite:	None
Description of Uptake Project:			Assumptions:	Level of Effort:	
Define the external payroll document types you want to import into Workday. Create an integration system to import all types of external payroll documents. Enable access to the external payroll documents.			None	Med	

Release:	2020R2	Title of Change:	Masked Candidate Screening	Opt In or Automatic?	Setup Required
Functional Area:	Recruiting			Community Resources:	https://community.workday.com/node/667496 JIRA: HRREC-33290
Description of Change:	Reduce bias during the recruiting process by masking identifiable candidate information that can lead to conscious or unconscious bias as recruiters screen candidates. This will help you to increase and improve diversity in the workplace.			Target Audience:	Recruiters and other users in the recruiting process who are involved in some, or all, of the Review, Screen and Assessment stages of the Recruiting process.
Uptake Complexity:	Medium	Impacted Modules:	Recruiting	Prerequisite:	None
Description of Uptake Project:				Assumptions:	Level of Effort:
<ol style="list-style-type: none"> 1. Decide what you need to mask, for which stages, and for which users. 2. Use 'Configure Profile Summary' and add the required cards to the 'Masked Candidate Profile'. 3. Use the 'Configure Profile' task to add profile groups to the 'Masked Candidate Profile'. 4. Use the 'Maintain Masked Recruiting Configurations' task to create a masked configuration and determine which security groups you want to mask for Review, Screen and Assessment stages. 5. Determine if you will use masking for new job requisitions only, or also to update existing job requisitions using the 'Maintain Masked Job Requisitions Defaults' task. 				Candidate Pools, Duplicates and Parallel Stages are not required functionality. Access is not required to the Candidate Email, and Resume Attachments. (It is still possible to email a candidate using the Send Message task.) Business Process Event history is not required for viewing a masked job application	Med

Release:	2020R2	Title of Change:	Simplified Job Requisition Experience		Opt In or Automatic?	Setup Required
Functional Area:	Recruiting			Community Resources:	https://community.workday.com/node/668635 JIRA: HRJOBREQ-4686	
Description of Change:	This feature simplifies the initiating step of the Create Job Requisition business process, has all the relevant fields on one page, and uses more natural language to help infrequent users to easily create a job requisition.			Target Audience:	Workers in your organization who create job requisitions on an infrequent basis, particularly managers, if you use Manager Self Service for Job Requisitions.	
Uptake Complexity:	Medium	Impacted Modules:	HCM Recruiting		Prerequisite:	None
Description of Uptake Project:				Assumptions:	Level of Effort:	
<ol style="list-style-type: none"> Determine which roles will have access to the new 'Start Job Requisition' task and add them as initiating roles in the Job Requisition Business Process Security Policy. If the role should no longer have access to the previous Create Job Requisition task, remove them from the Initiating action in the Security Policy. Review the security policies to ensure the required data is visible for the replace a worker option. Review the Job Requisition BP steps, taking <u>particular note</u> if you use a consolidated template with Requisition Compensation or Assign Roles steps as the consolidation will not be respected. (Optional tasks) Update the name of the task if there is a more suitable term for your organization. Configure whether to Hide or Require fields to your requirements. Add to Worklets and Dashboards as required. 				None	Med	



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