

# Workday 2024 R2 Release Impact Analysis

Compensation

2024

# Compensation



# **Automatically available features**

# Compensation automatic features

Cognizant Consultants have prepared a list of automatic features for the upcoming 2024 R2 Workday release. These features are delivered automatically by Workday and no set up is required from your end.

## Compensation

- Amount and Assigned Fields in Compensation
- Collective Agreements in Job Requisition
- Compensation Security Enhancements
- Rating and Class Factors for Collective Agreement
- Data Entry Check in Compensation Review
- Total Value Matrix Web Services
- Validation Rules for Custom Calculations

# Compensation - Amount and assigned fields in compensation

## What's changing

Workday removes the Assigned field from Compensation business processes and update the Amount field functionality for MBT workers.

## Additional considerations

Workday removes the Assigned field from these Compensation business processes:

- Change Default Compensation
- Propose Compensation Change
- Propose Compensation Hire
- Propose Compensation Offer/Employment Agreement
- Request Compensation Change
- Requisition Compensation

## What do i need to do?

Nothing. This feature is automatically available.

## What happens if i do nothing?

The feature is automatically available in your tenants. Workday recommends that you update your training materials so that users are aware of the changes.

Community link

<https://doc.workday.com/release-notes/en-us/hrcomp/8133493.html>

# Compensation - Amount and assigned fields in compensation (cont.)

## Additional considerations

The Assigned field applied only to Manage by Basis Total (MBT) workers for these Compensation plan types:

- Percent-based allowance plans
- Percent-based calculated plans
- Percent-based commission plans
- Period salary plans

Workday is also changing how the Amount field works for MBT workers.

Workday only updates the Amount field when an event causes a recalculation of MBT, such as a change to the Primary Compensation Basis. To ensure that Workday persists an updated Amount, update a value that causes a recalculation of MBT.

Community link

<https://doc.workday.com/release-notes/en-us/hrcomp/8133493.html>

# Workday 2024 release 2 automatically available features

Prior to 2024 release 1	Post 2024 release 2	Impact
Assigned field and Amount field both were available	<p>Assigned field removed from certain Compensation business processes</p> <p>Workday only updates the Amount field when an event causes a recalculation of MBT, such as a change to the Primary Compensation Basis</p>	<p>Y/N: No</p> <p>Impact description:</p> <p>Customer will be able to view only the amount fields and not the assigned field. Training documents has to be updated</p>

Effort

<Hours>

Additional description if applicable

Defect link

<Hyperlink here if applicable>

Community link

<https://doc.workday.com/release-notes/en-us/hrcomp/8133493.html>

# Workday release 2 automatically available features

## Before release

Period Salary

Compensation Plan

SP Period Salary Plan

Compensation Period Multiplier

1

Period

Month

Compensation Basis

Total Base Pay

Amount

12,683.333333

Assigned

9,221.01

Currency

USD

Frequency

Annual

> Additional Details

Assignment Details

1 month(s) of Total Base Pay Annual

Sample of old behavior:  
After an update to PCB, the Assigned field displays the MBT top-down calculation.

## After release

Period Salary

Compensation Plan

SP Period Salary Plan

Compensation Period Multiplier

1

Period

Month

Compensation Basis

Total Base Pay

Amount

9,221.01

Currency

USD

Frequency

Annual

> Additional Details

Assignment Details

1 month(s) of Total Base Pay Annual

Sample of new behavior:  
The Assigned Field is removed.  
After an update to PCB, the Amount field now displays the same value as the former Assigned field.



# Compensation - Collective agreements in job requisition

## What's changing

Workday updates Compensation report fields to support collective agreements in the Job Requisition business process.

## Additional considerations

Workday 2024R2 updates these report fields to support collective agreements in the Job Requisition business process. If there is an assigned collective agreement, Workday uses eligibility rules from the collective agreement and the job requisition to return compensation values.

- Collective Agreement (Compensation)
- Collective Agreement Area (Compensation)
- Collective Agreement Class (Compensation)
- Collective Agreement Coefficient (Compensation)
- Collective Agreement Group (Compensation)
- Collective Agreement Level (Compensation)
- Collective Agreement Position (Compensation)
- Collective Agreement Professional Category (Compensation)
- Collective Agreement Rating (Compensation)
- Collective Agreement Step (Compensation)

## What do i need to do?

N/A

## What happens if i do nothing?

N/A

Community link

<https://doc.workday.com/release-notes/en-us/hrcomp/7996681.html>

# Compensation - Rating and class factors for collective agreement

## What's changing

You can now include collective agreement class and rating fields when you model your compensation basis allocation.

## Additional considerations

Workday 2024R2 updates the Model Allocation by Compensation Basis report with these new fields:

- \* Collective Agreement Class
- \* Collective Agreement Rating

The new fields display only if you select Change Job, Hire, or Position Change from the Model prompt.

## What do i need to do?

N/A

## What happens if i do nothing?

N/A

Community link

<https://doc.workday.com/release-notes/en-us/hrcomp/7996681.html>

# Workday 2024 release 2 automatically available features

Prior to 2024 release 1	Post 2024 release 2	Impact
Prior to release Collective agreement class and rating option were not available of we select Change job, hire.	New fields in Model Allocation by Compensation Basis report if you select Change Job, Hire, or Position Change from the Model prompt. <ul style="list-style-type: none"><li>Collective Agreement Class</li><li>Collective Agreement Rating</li></ul>	<div>Y/N: No</div> <div>Impact description:</div> <div>N/A</div>

Effort

<Hours>

Additional description if applicable

Defect link

<Hyperlink here if applicable>

Community link

<https://doc.workday.com/release-notes/en-us/hrcomp/7893071.html>

# Workday release 2 automatically available features

## Before release

Collective Agreement

Collective Agreement Area

Collective Agreement Coefficient

Collective Agreement Group

Collective Agreement Level

Collective Agreement Position

Collective Agreement Professional Category

Collective Agreement Step

## After release

### Model Allocation by Compensation Basis

Model

\* Change Job

View As Of

\* 08/23/2024

Collective Agreement

Collective Agreement Area

Collective Agreement Coefficient

Collective Agreement Group

Collective Agreement Level

Collective Agreement Position

Collective Agreement Professional Category

Collective Agreement Step

Collective Agreement Rating

Collective Agreement Class

Collective Agreement Rating

Collective Agreement Class

# Advance compensation - Data entry check in compensation review

## What's changing

In Workday 2024R2, Workday increases the accuracy and reliability of manually entered numeric compensation review data.

## Additional considerations

Workday delivers the new Data Entry Check Options section to the Edit Tenant Setup - HCM task. If selected (default), Workday enables the Machine Learning Data Entry Check (DEC) functionality for HCM. If you don't want to use DEC, clear the check box. If you want to use DEC for only select fields, click Select areas to switch on Data Entry Check and clear the box of any fields you don't want DEC on. For compensation review, these are editable, numeric fields in the configurable grid. When selected, Workday uses machine learning on successfully completed compensation review events to validate the data you enter in the selected fields.

## What do i need to do?

Data Entry Check is delivered automatically on.

Note: When setting up your compensation review grid configuration, ensure any DEC-enabled numeric field is set to editable. DEC only works on editable, numeric fields.

To disable specific compensation review fields for Data Entry Check:

Access the Edit Tenant Setup - HCM task.

In the Data Entry Check section, click Select areas to switch on Data Entry Check.

Unselect 1 or more compensation review fields.

## What happens if i do nothing?

Data Entry Check will be automatically on. Any editable, DEC-enabled field on your compensation review grid will check for anomalies and throw an ignorable warning in case of anomalies.

Note: The Switch on Data Entry Check Everywhere option is enabled by default. If you don't want to use Data Entry Check at all in HCM, disable this option.

Community link

<https://doc.workday.com/release-notes/en-us/hrcomprev/8159327.html>

# Workday 2024 release 2 automatically available features

Prior to 2024 release 1	Post 2024 release 2	Impact
Workday only validates numeric values entered by users during the Compensation Review process by using the rules that have been defined in <b>Maintain Compensation Review Validations</b> .	DEC will trigger ignorable warnings during the Compensation Review process if users enter values that are considered anomalies and not aligned with historical data. As per Workday, "Anomalies are values that are outside historical amounts. For examples, outliers in the Request One Time Payment process are determined based off historical entries of the one-time payment plan type. The ML will learn and adjust over time to what is considered normal within historical values."	<div>Y/N: No Impact</div> <div>Impact description:</div> <p>If the customer does not opt-out for Data Entry Check, ignorable warnings will be automatically triggered by Workday for future Compensation Reviews. These warnings will not be based on pre-existing validation rules that have been configured for the customer, they will be based on the machine learning's interpretation of historical data for past Compensation Reviews.</p>

Effort

N/A

Additional description if applicable

Defect link

N/A

Community link

<https://doc.workday.com/release-notes/en-us/hrcomprev/8159327.html>

# Compensation - Data entry check in compensation review

## Before release

Enable Self-Service Time Zone Management for Extended Enterprise

☐

Self-Registration Privacy Policy

☐ URL

☐ Text

☒ None of the above

Default Self-Registration Hourly Limit

500

Workday determines your hourly limit on self-registrations based on the number of extended enterprise learners in your tenant.  
Example:  
0-5999 extended enterprise learners = 500 self-registrations per hour  
6000-6999 extended enterprise learners = 600 self-registrations per hour  
7000-7999 extended enterprise learners = 700 self-registrations per hour

Override Default Self-Registration Hourly Limit With Custom Value

☐

▼ Packaged Content

Enable Packaged Content

☒

Enable Packaged Content on Mobile

☒

Enable Packaged Content Interaction Reporting

☒

Enable Completion Without Exit for SCORM 2004

☒

Enable Completion Without Exit for SCORM 1.X

☒

Enable Completion Without Exit for AICC

☒

Align Workday and Packaged Content Sessions

☒

OK

Cancel

## After release

/000-/999 extended enterprise learners = /00 self-registrations per hour

Override Default Self-Registration Hourly Limit With Custom Value

☐

▼ Packaged Content

Enable Packaged Content

☒

Enable Packaged Content on Mobile

☒

Enable Packaged Content Interaction Reporting

☒

Enable Completion Without Exit for SCORM 2004

☐

Enable Completion Without Exit for SCORM 1.X

☐

Enable Completion Without Exit for AICC

☐

Align Workday and Packaged Content Sessions

☐

▼ Data Entry Check Options

Assists users by showing warnings for statistically significant anomalies within manual tasks. Switch on for all setup areas or select areas to apply.

Switch on Data Entry Check everywhere

☒


Select areas to switch on Data Entry Check

OK

Cancel

15

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 cognizant

# Compensation - Data entry check in compensation review

## After release

of 9,850.93 of 40,332.89 of 49,593.64

### Compensation Planning

Autofill

Process Preferences

1 Alert

#### Errors and Alerts Found

No Filters Applied

Saved Filters select one

4 Items				Summary	Merit	Bonus	Stock	Promotion	Performance
Employee	Current Performance Rating	Warnings	Target Bonus %	Actual Bonus %	Non Discretionary Bonus Amount	Discretionary Bonus Amount	Bonus Factor %	Total Target	Total B
Maria Cardoza P-00011 Director, Employee Benefits   134,711.00	4 - Exceeds Expectations		8.25%	4.62%	\$6,230.38	\$5,556.83	0.00%	11,787.00	6,230.38
Jacqueline Desjardins P-00008 Director, Recruiting Services   153,772.00	3 - Meets Expectations		5.25%	4.63%	\$7,111.96	\$4,036.52	1000	11,148.00	7,111.96
Beth Liu P-00010 Director, Payroll Operations   149,415.00	3 - Meets Expectations		5.50%	4.62%	\$6,910.44	\$4,108.91	0.00%	11,019.00	6,910.44

### Compensation Planning

Autofill

Process Preferences

1 Alert

#### Errors and Alerts Found

No Filters Applied

#### Alert

##### 1. Bonus Factor % (Tab 3 Row 4 Column 8)

The Bonus Factor % entered is outside historical norms. Verify the Bonus Factor % before proceeding.



# Compensation - Total value matrix web services

## What's changing

Workday 2024R2 extends Total Value Compensation Matrix functionality, delivered with 2024R1, with new columns for the Get and Put Compensation Matrices web services. This feature makes it easier to implement a custom reward structure.

## Additional considerations

Workday updates the Get Compensation Matrices and Put Compensation Matrices web services. We add the new **Total Value Compensation Matrix** section, and these new columns:

- Amount
- Calculation
- Default Currency
- Percent
- Weighted

## What do i need to do?

Download the new web service template to see the additional fields added.

## What happens if i do nothing?

You can continue to create the total value compensation using the **Create Compensation Matrix** task.

Community link

<https://doc.workday.com/release-notes/en-us/hrcomprev/8159327.html>

# Compensation - Total value matrix web services

Prior to 2024 release 1	Post 2024 release 2	Impact
Total Value Compensation Matrix can only be created and edited using the <b>Create Compensation Matrix</b> and <b>Edit Compensation Matrix</b> tasks.	Columns for Total Value Compensation Matrix have been added to the <b>Get Compensation Matrix</b> and <b>Put Compensation Matrix</b> web services which means that they can now be loaded to Workday via EIB or integration.	<div>Y/N: No</div> <div>Impact description:</div> <div>Customers can now create a Total Value Compensation Matrix via EIB. If they don't update the spreadsheet template for Put <b>Compensation Matrix</b>, nothing will change.</div>

Effort

N/A

Additional description if applicable

Defect link

N/A

Community link

<https://doc.workday.com/release-notes/en-us/hrcomprev/7346624.html>

# Compensation - Total value matrix web services

## Before release

Compensation Matrix - v42.2

Area	All	Compensation Matrix Data (All)	Compensation Matrix Non weighted Percent B	Compensation Matrix Entry
Restrictions	Required	Optional	Required	Optional
Format	Text	Merit Increase Matrix ID	Text	Text
Fields	Spreadsheet Key	Compensation Matrix	Compensation Matrix Effective Date	Compensation Matrix Rating Scale

NO COLUMNS FOR TOTAL VALUE COMPENSATION MATRIX

## After release

Compensation Matrix - v43.0

Area	All	Compensation Matrix Data (All)	Total Value Compensation Matrix Data (All > Compensation Matrix Data)
Restrictions	Required	Optional	Required
Format	Text	Merit Increase Matrix ID	Text
Fields	Spreadsheet Key	Compensation Matrix	Compensation Matrix Effective Date

# Compensation - Validation rules for custom calculations

## What's changing

Workday 2024R2 makes custom calculations more consistent and reliable. We enable validation rules when editing custom calculation fields during compensation reviews. These validation rules provide greater consistency across editable fields in the compensation review grid.

## Additional considerations

Workday 2024R2 enables validations to evaluate real time edits to these custom calculation fields in the compensation review grid:

- Custom Calculation Bonus Currency
- Custom Calculation Bonus List Value
- Custom Calculation Bonus Numeric
- Custom Calculation Bonus Percent
- Custom Calculation Merit List Value
- Custom Calculation Merit Currency
- Custom Calculation Merit Numeric
- Custom Calculation Merit Percent
- Custom Calculation Promotion List Value
- Custom Calculation Stock List Value
- Custom Calculation Stock Currency
- Custom Calculation Stock Numeric
- Custom Calculation Stock Percent

Workday validates your entry when you navigate out of the field.

## What do i need to do?

Nothing. This feature is automatically available.

## What happens if i do nothing?

The listed Custom Calculation Fields will be validated in real time during compensation reviews.

Community link

<https://doc.workday.com/release-notes/en-us/hrcomprev/7372395.html>

# Compensation - Total value matrix web services

Prior to 2024 release 1	Post 2024 release 2	Impact
Previously validation were only triggered when recommendations are submitted.	With this feature workday has provided greater consistency across editable fields in the compensation review grid. Now validation will be triggered if recommendations exceed the given rate before submitting it. It provides real time updates to Merit, bonus, Promotion and stock editable fields.	<div>Y/N: No</div> <div>Impact description:</div> <p>The current details provided by Workday is not yet sufficient to determine the impact of this new feature.</p>

Effort

N/A

Additional description if applicable

Defect link

N/A

Community link

<https://doc.workday.com/release-notes/en-us/hrcomprev/7372395.html>



# Setup required features

# Compensation setup based features

Cognizant Consultants have prepared a list of set-up based features for the upcoming 2024 R2 Workday release. These features require setup from your end.

## Compensation

- Improve the Manager Experience for Change Job
- Percent-Based Commission Plans
- Rounding Options for FTE Proration
- Segmented Security for Non-Funded Plans
- Step Progression Date Override
- Update Stock Grant Scalability

# Compensation - Improve the manager experience for change job (cont.)

## What's changing

Workday 2024R2 continues enhancements to the manager experience for Compensation in the Change Job business process begun in Workday 2024R1.

Note: The features documented here are only available using the new user experience accessed through the Maintain Change Job Templates task with the Enable Enhanced UI for this Template check box selected.

Workday makes it easier to add, update, or delete compensation plan assignments. You can now manage compensation for Manage by Basis Total (MBT) workers and make updates to the Guidelines section.

Workday also enables you to use machine learning to provide recommendations for the Compensation Plan field when adding a new assignment for a worker.

Finally, Workday provides the capability to customize compensation changes within Change Job. Workday delivers compensation change templates that allow for the display of specified sections and fields within each section.

## Additional considerations

You might need to take additional steps to enable the machine learning feature depending on your organization's subscription service agreement.

## What do i need to do?

1. Access the Maintain Change Job Templates task, navigate to an existing template or create a new one, and enable the new user interface with the Enable Enhanced UI for this Template check box. Include Propose Compensation Change as a subprocess.
2. Launch Start Job Change and select a worker.
3. Fill out any appropriate changes for the worker.
4. Navigate to the Compensation step and manage any compensation changes needed for the worker.

## What happens if i do nothing?

You won't benefit from the newly simplified compensation change user experience. Users won't be able to more quickly and accurately propose new compensation assignments for workers through machine learning recommendations. You won't be able to customize and have more control over the compensation change experience for job changes.

Community link

<https://doc.workday.com/release-notes/en-us/hrcomp/7814314.html>



# Compensation - Total value matrix web services

Prior to 2024 release 1	Post 2024 release 2	Impact
Users still experience the old UI.	This feature reduces manual data entry and improves accuracy when changing compensation for a worker. Our new compensation change templates also provide you with the ability to configure a more simplified compensation process that fits your needs.	<div>Y/N: No</div> <div>Impact description:</div> <div>N/A</div>

Effort

1 Hours

Additional description if applicable

Defect link

<Hyperlink here if applicable>

Community link

<https://doc.workday.com/release-notes/en-us/hrcomp/7814314.html>

# Workday release 2 setup based available features

## Before release

Start Details

When do you want this change to take effect? \*

31/08/2024

Why are you making this change? \*

Promotion

Who will be the manager after this change?

[REDACTED] [C]

Which team will this person be on after this change?

IL D [REDACTED] [C]

Where will this person be located after this change? \*

50 [REDACTED] t

Do you want to use the next pay period?

Yes

## After release

X [REDACTED] ...

Position

Select a position for this change

X P-01161 Associate General Counsel ...

☐ Do you want to create a new position?

Job Details

What will this person's new job profile be? \*

X Associate General Counsel ...

What is the job title? \*

Associate General Counsel

What is the business title? \*

Associate General Counsel

Position

P-01161 Associate General Counsel - P[REDACTED]

Job Details

Job Profile

Associate General Counsel

Job Title

Associate General Counsel

Business Title

Associate General Counsel

# Workday release 2 setup based available features

## Before release

Start

Job

Location

Details

Attachments

Compensation

Organizations

Summary

**Position:**  
Select a vacant position, with an attached Job Requisition if the team member is moving to a new position. This is not required if you are updating the current position.

If you do not have a vacant position you will need to raise a new one by creating a Job Requisition before this change can be completed.  
If the team member is transferring into your team with their position, send this action back to the initiator requesting they "Move this headcount to the new manager" and re-submit.

**Job**

**Position**

Position  
Developer

Close the current position?  
No

Is the current position available for overlap?  
No

**Job Profile**

Job Profile \*

## After release

Promotion

Start Job Change

Compensation

Review and Submit

Pa [REDACTED]  
Associate General Counsel

Primary Compensation Basis

Basis	Basis Details
Total Compensation	102,400.00 USD Annual <a href="#">MODIFIED</a> 100,000.00 USD Annual

**Guidelines**

Total Base Pay Range	Compensation Package
0.00 - 0.00 USD Annual <a href="#">MODIFIED</a> 100,000.00 - 127,500.00 - 170,000.00 USD Annual	Management
	Grade
	RDO Widget Executive management comp Grade <a href="#">MODIFIED</a> Management
	Grade Profile
	(empty) <a href="#">REMOVED</a> USA (California)

Add Plan Assignment

**Salary**

Plan Name	Assignment Details	Effective Date
Salary	100,000.00 USD Annual	07/29/2024

**Allowance**

Plan Name	Assignment Details	Effective Date
Allowance - Mobile	200.00 USD Monthly <a href="#">REMOVED</a>	08/01/2024 <a href="#">REMOVED</a>

[Back](#) [Next](#) [Close](#)

# Compensation - Percent-based commission plans

## What's changing

Now in Workday you can now use an On Target Earnings structure that sets commission target as a percent of a compensation basis.

Workday added new prompts to the Commission tasklet on the Request Compensation Change business process : Amount, Percent, Plan Percent.

## Additional considerations

### Workday updated the prompt filed in below tasks:

Create Percent-Based Commission Plan

- Edit Commission Plan
- View Commission Plan

## Reporting

Workday update these new report fields on the Commission Plan business object (secured to the Public Reporting Items domain):

- Compensation Basis
- Target %

## What do i need to do?

- Create percent-based commission plans to uptake the new feature

## What happens if i do nothing?

- Workday doesn't change any existing commission plans, and you don't have to use percent-based commission plans if you don't want to.

Community link

<https://doc.workday.com/release-notes/en-us/hrcomp/7699273.html>

# Workday 2024 release 2 setup based available features

Prior to 2024 release 1	Post 2024 release 2	Impact
Only amount based commission plan was available	Workday added percent-based commission plan. Also, in the view commission Plan and Edit commission plan task's prompt fields were updated with new plan types.	<div>Y/N: No</div> <div>Impact description:</div> <div>N/A</div>

Effort

1 Hours

Additional description if applicable

Defect link

<Hyperlink here if applicable>

Community link

<https://doc.workday.com/release-notes/en-us/hrcomp/7699273.html>

# Workday release 2 setup based available features

## Before release

Create Commission Plan

Effective Date \*

20/08/2024

Cancel

OK

## After release

Create Commission Plan

Effective Date \*

MM/DD/YYYY

\*

☐

Amount Based Plan

☐

Percent Based Plan

Cancel

OK

# Compensation - Rounding options for FTE proration

## What's changing

Workday makes it easier to meet rounding requirements for part time workers. Rounding Rules can be applied to salary plans and are effective when the worker isn't 100% FTE. Workday adds the Rounding Rule prompt to the Create and Edit Salary Plans tasks, available only when both:

- You've selected the Apply FTE % option.
- The worker's FTE % isn't 100%.

## Additional considerations

This feature eliminates the need to round salary plan values with an integration before processing in payroll, saving your time and ensuring consistent values between Payroll and Compensation. Workday deliver the new Unrounded FTE Adjusted Amount report field on the Compensation Plan Assignment business object.

Workday update the Put Compensation Plans web service to add a new Rounding Rule column to Salary Plan. You can add a rounding rule only if Apply FTE% is true.

## What do i need to do?

- When configuring a salary plan, select Apply FTE% for a part-time worker.
- To uptake the new Unrounded FTE Adjusted Amount report field, you must update any reports or integrations where the field is needed.

## What happens if i do nothing?

- Existing worker assignments remain the same. Rounding rules are always optional and only apply if configured.
- Security access changes automatically. Workday grants users with the Setup: Compensation Rule and Set Up: Merit and Bonus security domains access to use rounding rule functionality. This means that users without Advanced Compensation can now configure and use rounding rules for Salary Plans and Severance.

Community link

<https://doc.workday.com/release-notes/en-us/hrcomp/7697937.html>

# Workday 2024 release 2 setup based available features

Prior to 2024 release 1	Post 2024 release 2	Impact
For workers with an FTE of less than 100%, their salary was always calculated based on proration. There was no option to round the value to the nearest amount.	<p>Workday added Rounding Rules can be applied to salary plans and are effective when the worker isn't 100% FTE. We can configure the rounding rule while creating or editing salary plan.</p> <p>Also, workday update the Put Compensation Plans web service to add a new Rounding Rule column to Salary Plan. You can add a rounding rule only if Apply FTE% is true.</p>	<div>Y/N: No</div> <div>Impact description:</div> <p>By opting this feature , Salary plans will be rounded off, However, this doesn't have impact on the current configuration. It will only take effect once you configure in the Salary plan to use this feature. On the other hand, this can be disabled if business decides not to use this.</p>

Effort

1 Hours

Additional description if applicable

Defect link

<Hyperlink here if applicable>

Community link

<https://doc.workday.com/release-notes/en-us/hrcomp/7697937.html>



# Workday release 2 setup based available features

## Before release

Create Salary Plan

Details

Effective Date01/08/2024

Inactive☐

Plan Name\*

Plan Description

FTE

☒ Apply FTE%

☐ Use Assigned Value in 100% Calculations

☐ None of the above

Salary Defaults

Compensation Element\*

## After release

Create Salary Plan

Details

Effective Date08/01/2024

Inactive☐

Plan Name\*

Plan Description

FTE

☒ Apply FTE%

☐ Use Assigned Value in 100% Calculations

☐ None of the above

Rounding Rule

Salary Defaults

# Compensation - Segmented security for non-funded plans

## What's changing

Workday 2024R2 makes it easier to secure non-funded compensation plans. You can now enable segmented security to restrict access to specific non-funded compensation plan assignments to specific security groups. New non-funded security domain has been added.

- Worker Data: Non-Funded Plan Assignments
- Self Service: Non-Funded Plan Assignments

## Additional considerations

Segmented Security for Non-Funded Compensation Plans. Workday updates the create Compensation Plan Security Assignment task:

- The Non-Funded Plan Types folder to the Compensation Plan Types prompt.
- The Non-Funded Plan folder to the Compensation Plan prompt

Workday delivers several new report fields on some business objects:

- Adjustment For
- Employee Compensation Event
- Position
- Worker Business Process

## What do i need to do?

- To uptake the new functionality, access the Create Compensation Plan Security Assignment task, then create security segments that restrict access to specific plan assignments to your desired security groups.

## What happens if i do nothing?

- Workday works the same as in previous updates, but you won't be able to take advantage of segmented security on your non-funded compensation plans.

Community link

<https://doc.workday.com/release-notes/en-us/hrcomp/7753316.html#Change%20Log-tab>

# Workday 2024 release 2 setup based available features

Prior to 2024 release 1	Post 2024 release 2	Impact
Segmented security was present for Funded plans only.	Segmented security is enabled for Non funded plans assignments. In Create Compensation Plan Security Assignment task's prompt fields for both "compensation plan type" & compensation plan" Non funded plan types are added.	<div>Y/N: No</div> <div>Impact description:</div> <div>NA</div>

Effort

1.5 Hours

Additional description if applicable

Defect link

<Hyperlink here if applicable>

Community link

<https://doc.workday.com/release-notes/en-us/hrcomp/7753316.html#Impact-tab>

# Workday release 2 setup based available features

## Before release

### Create Compensation Plan Assignment Security Segment

Name \*

Funded Plan Types

Funded Plan

### Create Compensation Plan Assignment Security Segment

Name \*

Funded Plan Types

Funded Plan

## After release

### Create Compensation Plan Assignment Security Segment

Name \*

Compensation Plan Types

Compensation Plan

### Create Compensation Plan Assignment Security Segmen

Name \*

Compensation Plan Types

Compensation Plan

# Compensation - Step progression date override

## What's changing

Workday added the new business process Request Step Progression Date Override (secured to the Compensation functional area) that you can configure to create step progression override events for workers and change their Workday-calculated Next Step Progression Target Date to a date of your choosing. Automatic step progression runs based on the new overridden date. Workday deliver the new task Request Step Progression Date Override as an initiating action for this business process. We also deliver these tasks as allowed actions on the business process:

- Review Step Progression Date Override
- Revise Step Progression Date Override

## Additional considerations

Workday also update these report fields to reflect overridden step progression target dates:

- Within Grade Increase Eligibility Date
- Compensation Step - Next Start Date (on the Position business object)
- Compensation Step - Next Start Date (on the Worker business object)

Next Step Start Date (on the Employee Compensation Event business object)

## What do i need to do?

- Configure the business process security policy and default definition for the Request Step Progression Date Override business process.

## What happens if i do nothing?

- Workers' Next Step Progression Target Date will calculate based on the option you choose for the field Step Progression Effective Date in the Edit Step Progression Configuration task.

Community link

<https://doc.workday.com/release-notes/en-us/hrcomp/6662539.html>

# Workday 2024 release 2 setup based available features

Prior to 2024 release 1	Post 2024 release 2	Impact
Date override option was not available. Employees step progression date were calculated based on the progression rule.	you can configure to create step progression override events for workers and change their Workday-calculated Next Step Progression Target Date to a date of your choosing. Automatic step progression runs based on the new overridden date.	<div>Y/N: No</div> <div>Impact description:</div> <div>NA</div>

Effort

1.5 Hours

Additional description if applicable

Defect link

<Hyperlink here if applicable>

Community link

<https://doc.workday.com/release-notes/en-us/hrcomp/6662539.html>

# Workday release 2 setup based available features

## Before release

Create Business Process Definition (Default Definition)

Effective Date \*

21/08/2024

Business Process Type \*

request step progress

No matches found

1099 Adjustment

1099 Electronic Filing Run Event

Absence Case Event

OK

## After release

Create Business Process Definition (Default Definition)

Effective Date \*

08/19/2024

Time Zone \*

GMT-08:00 Pacific Time (Los Angeles)

Business Process Type \*

Request Step Progression Date Override

Cancel

OK

# Compensation - Data entry check for request one-time payment

## What's changing

Workday 2024R2 increases the accuracy and reliability of manually entered numeric compensation review data. Workday increases accuracy and reliability when requesting one-time payments.

## Additional considerations

- Workday 2024R2 delivers the Request One-Time Payment - OTP Amount option to the new Data Entry Check Options section of the Edit Tenant Setup - HCM task.
- When selected, Workday uses machine learning on historical data to validate the data you enter for the one-time payment amount. If the numeric value you enter is outside historical amounts, Workday presents an ignorable validation message. Outliers are determined based off historical entries of the one-time payment plan type.

## What do i need to do?

To enable the Data Entry Check for Request One-Time Payment - OTP Amount:

- Access the Edit Tenant Setup - HCM task.
- In the Data Entry Check section, use Select areas to switch on Data Entry Check.
- Select the Request One-Time Payment - OTP Amount option.

## What happens if i do nothing?

The Switch on Data Entry Check everywhere option is enabled by default; however, this has no effect unless you enable individual areas to use DEC. You must select the Select areas to switch on Data Entry Check option to configure them.

If you don't want to use Data Entry Check at all in HCM, disable the Switch on Data Entry Check everywhere option.

Community link

<https://doc.workday.com/release-notes/en-us/hrcomprev/8159327.html>



# Workday 2024 release 2 setup based available features

2024R1	2024R2	Impact
Users entering numeric compensation review data manually still experience the same level of accuracy/reliability.	Workday increases accuracy and reliability when requesting one-time payments.	<div>Y/N: No</div> <div>Impact description:</div> <p>By default, Data Entry Check for Request One-Time Payment is switched on. However, this doesn't have impact on the current configuration. It will only take effect once you enable individual areas to use this feature. On the other hand, this can be disabled if business decides not to use this</p>

Effort

N/A

Additional description if applicable

Defect link

<Hyperlink here if applicable>

Community link

<https://doc.workday.com/release-notes/en-us/hrcomprev/8159327.html>

# Workday release 2 setup based features

## Before release

Data Entry Check0/0

Edit Tenant Setup - HCM

IDs

Instructions

Indicates the Custom ID Types assigned when a Pri  
Emp  
Cust  
calculated and assigned to it.

OK

Cancel

## After release

▼ Data Entry Check Options

Assists users by showing warnings for statistically significant anomalies within manual tasks. Switch on for all setup areas or select areas to apply.

Switch on Data Entry Check everywhere

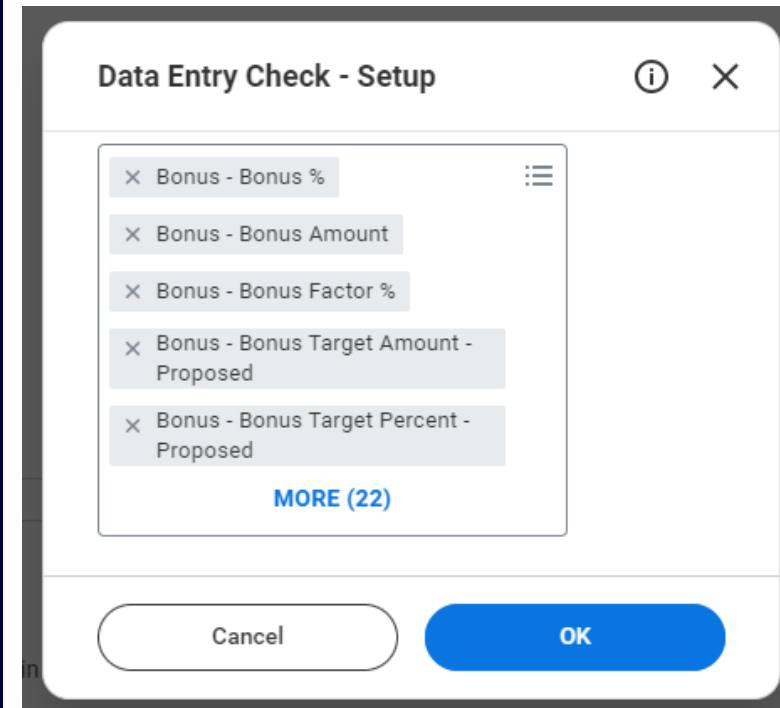
Select areas to switch on Data Entry Check

# Workday release 2 setup based features

## Before release

N/A

## After release



The screenshot shows a 'Data Entry Check - Setup' dialog box. It has a title bar with an information icon and a close button. The main area contains a list of items, each with a close button (X) on the left and a menu icon (three horizontal lines) on the right. The items are:

- Bonus - Bonus %
- Bonus - Bonus Amount
- Bonus - Bonus Factor %
- Bonus - Bonus Target Amount - Proposed
- Bonus - Bonus Target Percent - Proposed

Below the list is a link that says 'MORE (22)'. At the bottom of the dialog are two buttons: 'Cancel' and 'OK'.

# Advance compensation - Update stock grant scalability

## What's changing

With the 2024R2 release, Workday makes it easier and faster to process large numbers of stock grants without having to use web services.

## Additional considerations

You can now update stock grants at scale with the Update Stock Grant Events operation type on the Mass Operation Management task.

The Update Stock Grant Events operation type is:

- Easier to use than the Update Stock Grant web service, but can't update these fields:
  - Shares Vested
  - Shares Unvested
  - Vesting Price
  - Vested As Of
  - Long Term Cash Amount Vested
  - Long Term Cash Amount Unvested
- Capable of processing many more updates than the Update Stock Grant task.

## What do i need to do?

- To use this feature, you must:
  - Copy the new Update Stock Grants (MoM) standard report to use as a custom input report for the Mass Operation Management task.
  - Access the Mass Operation Management task.

## What happens if i do nothing?

Nothing. The existing Workday stock-related tasks work as in previous updates.

Community link

[Update Stock Grant Scalability \(workday.com\)](https://workday.com/stock-grant-scalability)

# Workday 2024 release 2 setup based available features

2024R1	2024R2	Impact
Mass update on stock grants can only be done through EIB or web service.	You can now update mass stock grants with the Update Stock Grant Events operation type on the Mass Operation Management task.	<div>Y/N: No</div> <div>Impact description:</div> <div>N/A</div>

Effort

1 Hours

Additional description if applicable

Defect link

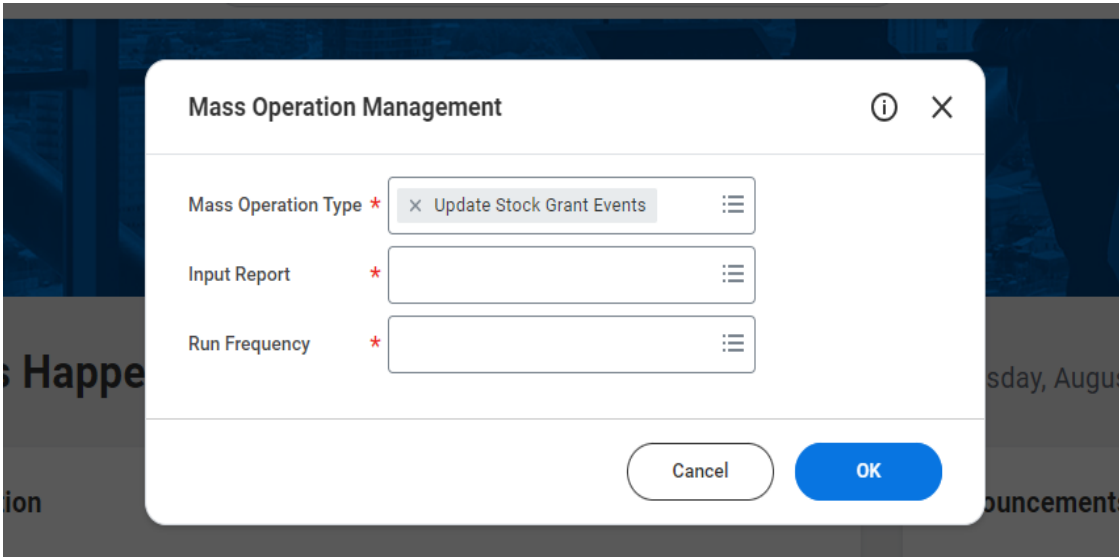
<Hyperlink here if applicable>

Community link

[Update Stock Grant Scalability \(workday.com\)](#)

# Workday release 2 setup based features

## After release



The screenshot shows a 'Mass Operation Management' dialog box with the following fields:

- Mass Operation Type \***: A dropdown menu with 'Update Stock Grant Events' selected.
- Input Report \***: An empty text input field.
- Run Frequency \***: An empty text input field.

At the bottom of the dialog are 'Cancel' and 'OK' buttons. The background of the slide shows a blurred Workday interface with text like 'Happ', 'sday, August', and 'ouncements'.

Update Stock Grant (MOM) report is not yet available in Preview, question in community was raised as well

# Compensation - Data entry check for request one-time payment

## What's changing

Workday 2024R2 increases the accuracy and reliability of manually entered numeric compensation review data.

Workday 2024R2 delivers the Request One-Time Payment - OTP Amount option to the new Data Entry Check Options section of the Edit Tenant Setup - HCM task.

When selected, Workday uses machine learning on historical data to validate the data you enter for the one-time payment amount. If the numeric value you enter is outside historical amounts, Workday presents an ignorable validation message. Outliers are determined based off historical entries of the one-time payment plan type.

## Additional considerations

N/A

## What do i need to do?

To enable the Data Entry Check for Request One-Time Payment - OTP Amount:

1. Access the Edit Tenant Setup - HCM task.
2. In the Data Entry Check section, use Select areas to switch on Data Entry Check.
3. Select the Request One-Time Payment - OTP Amount option.

## What happens if i do nothing?

The Switch on Data Entry Check everywhere option is enabled by default; however, this has no effect unless you enable individual areas to use DEC. You must select the Select areas to switch on Data Entry Check option to configure them.

If you don't want to use Data Entry Check at all in HCM, disable the Switch on Data Entry Check everywhere option.

Community link

<https://doc.workday.com/release-notes/en-us/hrcomp/7998090.html>

# Workday 2024 release 2 setup based available features

2024R1	2024R2	Impact
Users entering numeric compensation review data manually still experience the same level of accuracy/reliability.	Workday increases accuracy and reliability when requesting one-time payments.	<div>Y/N: No</div> <div>Impact description:</div> <p>By default, Data Entry Check for Request One-Time Payment is switched on. However, this doesn't have impact on the current configuration. It will only take effect once you enable individual areas to use this feature. On the other hand, this can be disabled if business decides not to use this.</p>

Effort

1-2 hours

Additional description if applicable

Defect link

<Hyperlink here if applicable>

Community link

<https://doc.workday.com/release-notes/en-us/hrcomp/7998090.html>



# Workday release 2 setup based available features

## Before release

Data Entry Check0/0

Edit Tenant Setup - HCM

IDs

Instructions

Indicates the Custom ID Types assigned when a Pr  
Emp  
Cust  
calculated and assigned to it.

OK

Cancel

## After release

Data Entry Check Options

Assists users by showing warnings for statistically significant anomalies within manual tasks. Switch on for all setup areas or select areas to apply.

Switch on Data Entry Check everywhere

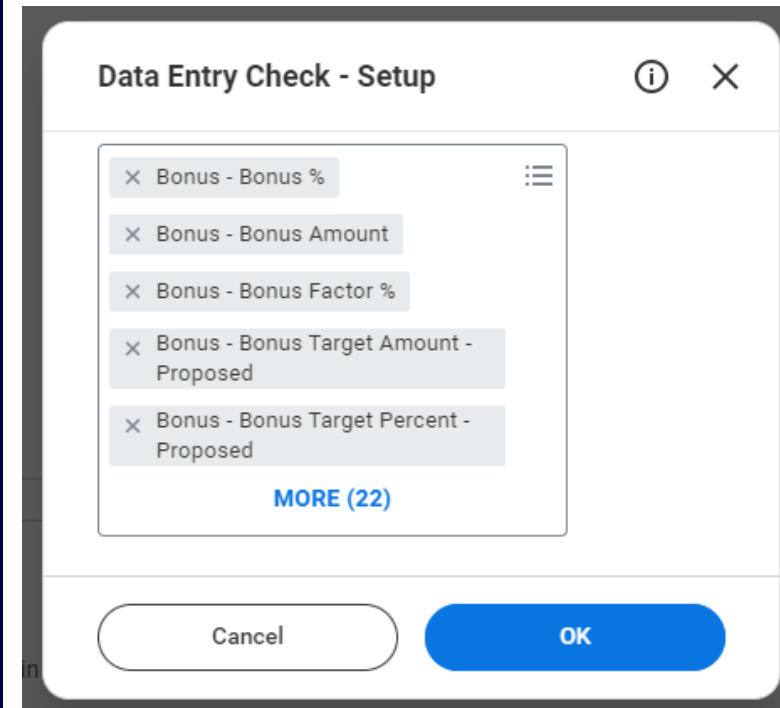
Select areas to switch on Data Entry Check

# Workday release 2 setup based available features

## Before release

N/A

## After release



The screenshot shows a 'Data Entry Check - Setup' dialog box. It has a title bar with an information icon and a close button. The main area contains a list of items, each with a close button (X) and a menu icon (three horizontal lines). The items are:

- Bonus - Bonus %
- Bonus - Bonus Amount
- Bonus - Bonus Factor %
- Bonus - Bonus Target Amount - Proposed
- Bonus - Bonus Target Percent - Proposed

Below the list is a link that says 'MORE (22)'. At the bottom of the dialog are two buttons: 'Cancel' and 'OK'.

# Thank you