

Workday 2024 R2 Release Impact Analysis

<Talent>

2024

Talent



Automatically available features

Talent 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.

Talent

- Autosave for Guided Experience Employee Reviews
- Calibration Performance Improvements
- Employee Reviews Started Field on View Employee Review Template Report
- Feedback Received User Experience in Manager Insights Hub
- Career Hub Explore and Career Path Builder Skills and Skill Interests Matching
- Flex Teams User Experience
- Feedback User Experience Responsive Design
- Goals User Experience Redesign for Mobile
- Organizational Goals Configuration
- Suggested Skills for Workers

Talent - Autosave for guided experience employee reviews

What's changing

With the 2024R2 release, Workday delivers Autosave for Guided Experience Employee Reviews for desktop users. Workday also replaces the Save for Later button for Guided Experience reviews, and automatically save your work every 90 seconds.

Automatically saves data in supported sections for Guided Experience employee reviews by preventing end users from losing work when a Workday session times out.

Additional considerations

Workday replace the Save for Later button with the new Save button to manually save your Guided Experience employee reviews. You can now continue to work on your review without having to reopen the saved event.

Autosave is only available within the Guided Experience employee review template for desktop users. The background process runs every 90 seconds for supported Guided Experience employee review sections. The autosave feature isn't available for these steps:

- Acknowledgment
- Review and Submit

The Career section isn't available for Guided Experience in employee review templates.

Autosave for Guided Experience Employee Reviews won't work for comments entered during the Acknowledgment and Review and Submit steps of the employee review business processes in use.

What do i need to do?

Autosave for Guided Experience Employee Reviews is automatically available upon loading the employee review in Guided Experience on your desktop. There's no additional configuration required.

What happens if i do nothing?

Autosave for Guided Experience Employee Reviews is automatically available. Your in-progress reviews within Guided Experience will move to use autosave as a replacement for save for later.

Community link

<https://doc.workday.com/release-notes/en-us/hrperf/7092140.html>

Workday 2024 release 2 automatically available features

Prior to 2024 release 1	Post 2024 release 2	Impact
<p>Workday uses manual save process for Guided Experience Employee Reviews. Users were required to click the "Save for Later" button to preserve their review progress.</p>	<p>Workday has introduced an autosave feature for Guided Experience Employee Reviews on desktop. Your review progress is now saved automatically every 90 seconds, eliminating the need to manually click "Save for Later".</p>	<p>Y/N: No Impact</p> <p>Impact description:</p> <p>This change will not affect the review process in any way.</p>

Effort N/A

Defect link Not applicable

Community link <https://doc.workday.com/release-notes/en-us/hrperf/7092140.html>

Workday release 2 automatically available features

Before release

Complete Self Evaluation | Self Evaluation: Employee Performance Feedback Test: 01/01/2024 - 12/30/2024

RESULTS

Use the pencil icon to answer Check-In Questions. Click next to proceed to the summary page. In answering the first question, think about what you "appreciate" about this individual. In answering the second question, think about how you can "coach" this individual further.

Question Moving forward, what should this individual do?

Team Member

Answer Normal B I U A | test

Question What is this individual doing well?

Team Member

Answer Normal B I U A | test

Back Next Save for Later Close

After release

Complete Self Evaluation | Self Evaluation: Employee Performance Feedback Test: 01/01/2024 - 12/30/2024

RESULTS

Use the pencil icon to answer Check-In Questions. Click next to proceed to the summary page. In answering the first question, think about what you "appreciate" about this individual. In answering the second question, think about how you can "coach" this individual further.

Question Moving forward, what should this individual do?

Team Member

Answer Normal B I U A | test

Question What is this individual doing well?

Team Member

Answer Normal B I U A | test

Tasks will Auto-save every 90 seconds

Back Next Save Close

Talent - Calibration performance improvements

What's changing

With this release, Workday updates the All Workers filter on the Indexed In Progress Worker Calibration Placements report data source.

Improves performance for large scale calibration events.

Additional considerations

The performance improvements with this feature are back-end enhancements and not visible configuration in the UI.

What do i need to do?

No steps need to be taken. This feature is automatically available.

What happens if i do nothing?

No steps need to be taken. This feature is automatically available.

Community link

<https://doc.workday.com/release-notes/en-us/talpip/8156439.html>

Workday 2024 release 2 automatically available features

Prior to 2024 release 1	Post 2024 release 2	Impact
<p>Workday encountered performance challenges during large-scale calibration events, specifically when using the All Workers filter on the Indexed In Progress Worker Calibration Placements report.</p>	<p>Performance for large-scale calibration events has been optimized through updates to the All Workers filter on the Indexed In Progress Worker Calibration Placements report data source.</p>	<p>Y/N: No Impact</p> <p>Impact description:</p> <p>This enhancement solely aims to improve performance without altering the calibration process in any way.</p>

Effort N/A

Defect link Not applicable

Community link <https://doc.workday.com/release-notes/en-us/talpip/8156439.html>

Talent - Employee reviews started field on view employee review template report

What's changing

With this release, when viewing an employee review template using the View Employee Review Template report, Workday replaces the drill-down in the Employee Reviews Started field to display a count of the number of reviews that use the template. Reduces loading time for the View Employee Review Template report.

Additional considerations

Reduces loading time for the View Employee Review Template report.

To view which templates have started, run the Employee Reviews report to view all In Progress or Completed reviews, or the Employee Review Summary to return a matrix report of started reviews by status in the business process. This is easily accessible from the related actions menu of your employee review template by navigating to the Talent category.

What do i need to do?

No steps need to be taken. This feature is automatically available.

What happens if i do nothing?

No steps need to be taken. This feature is automatically available.

Community link

<https://doc.workday.com/release-notes/en-us/hrperf/7110908.html>

Workday 2024 release 2 automatically available features

Prior to 2024 release 1	Post 2024 release 2	Impact
<p>Previously, the View Employee Review Template report included a drill-down function to view started employee reviews for each template.</p>	<p>Workday displays review template usage count instead of drill-down, improving View Employee Review Template report speed.</p>	<p>Y/N: No Impact</p> <p>Impact description:</p> <p>This enhancement reduces loading time for the View Employee Review Template report without impacting the user experience.</p>

Effort N/A

Defect link Not applicable

Community link <https://doc.workday.com/release-notes/en-us/hrperf/7110908.html>

Workday release 2 automatically available features

Before release

View Employee Review Template Performance Feedback ⋮

Template Details

Review Type	Performance Feedback
Name	Performance Feedback
Description	(empty)
Applies To	(empty)
Period Start Date	(empty)
Period End Date	(empty)
Inactive	No
Enable Feedback on Printout	Yes
Layout Override	(empty)
Team Member Reviews Started	49
Default Editor Option	Allow user to choose editor (Do Not Use)

[Configure Team Member Review ...](#) [Configure Help Text](#)

After release

View Employee Review Template Performance Feedback ⋮ 👤

Template Details

Review Type	Performance Feedback
Name	Performance Feedback
Description	(empty)
Applies To	(empty)
Period Start Date	(empty)
Period End Date	(empty)
Inactive	No
Enable Feedback on Printout	Yes
Layout Override	(empty)
Team Member Reviews Started	1850
Default Editor Option	Allow user to choose editor (Do Not Use)

[Configure Team Member Review ...](#) [Configure Help Text](#)

Talent - Feedback Received User Experience in Manager Insights Hub

What's changing

Workday 2024R2 enhances the manager feedback received experience in Manager Insights Hub. Workday provides a new user interface to view requested feedback and anytime given feedback by enabling the card format. Workday improves the look and navigation of feedback received.

Workday increases readability and navigation for managers reviewing feedback received events for their direct reports.

Additional considerations

Workday replaces the Get Feedback button with the new Feedback Actions button on the Feedback tab of Manager Insights Hub. Managers can now access these feedback tasks and reports when they review the page for their direct reports:

- Get Feedback
- Give Feedback
- View All Feedback Received

We also update the layout by displaying cards by feedback type. Requested feedback and anytime given feedback cards display in 2 sections on the page.

Workday enhances the feedback received experience with the card format. Workday orders feedback cards by the completion date of the initiation step of the feedback event. The cards and layout of the Feedback tab aren't configurable.

We provide a requested feedback event card to view the status of responses. This information is available on the card:

- The feedback requestor's profile picture and name in the Requested by field.
- The Request Sent field displays the date that the feedback event was submitted.
- The Responses field displays the number of peers invited to submit feedback and how many have responded. The count doesn't include confidential feedback.
- The Feedback On field displays the number of questions in the event.

Community link

<https://doc.workday.com/release-notes/en-us/talpip/8052658.html>

Talent - Feedback received user experience in manager insights hub

Additional considerations

- The View Responses link displays the details in the View Requested Feedback side panel.

Workday includes color-coded labels at the top of Anytime Given Feedback cards to help managers quickly identify the feedback visibility.

- Confidential feedback has a red label with NOT VISIBLE TO and the name of the worker that the feedback is provided for.
- Private feedback has a yellow PRIVATE label.
- Shared nonprivate feedback doesn't have a color-coded label.

Workday also includes this information on Anytime Given Feedback cards:

- A profile picture of feedback provider and their name. For anonymous feedback, we display Anonymous for the name.
- Date
- The feedback badge name.
- Up to 3 rows of feedback text.
- A View link to the View Anytime Given Feedback side panel report.

The View Requested Feedback report provides managers with feedback response details for their direct reports.

The new side panel report is sorted by questions. Workday includes the Relates To field for competencies and display under the related question if used. Workday displays feedback responses in a table with these columns displaying from left to right.

- Date
- Feedback
- From

Workday displays the date field when the feedback is given or approved. If the date field is empty, we hide the Date column.

What do i need to do?

Feedback will display in the card format automatically and doesn't require uptake.

What happens if i do nothing?

Feedback will display in the card format automatically and doesn't require uptake.

Community link

<https://doc.workday.com/release-notes/en-us/talpip/8052658.html>

Workday 2024 release 2 automatically available features

Prior to 2024 release 1	Post 2024 release 2	Impact
<p>In previous versions of Workday, managers accessed feedback-related actions through the Get Feedback button on the Manager Insights Hub. Feedback received was presented in a single view without specific categorization.</p>	<p>Workday replaces the Get Feedback button with a new Feedback Actions button on the Manager Insights Hub. Managers can now access feedback tasks and reports, and view feedback received in two sections: requested feedback and anytime given feedback, displayed in card format.</p>	<p>Y/N: No Impact</p> <p>Impact description:</p> <p>This enhancement introduces a new user interface for the Manager Insights Hub, providing a fresh look and feel. There might be a need to update training materials.</p>

Effort N/A

Defect link Not applicable

Community link <https://doc.workday.com/release-notes/en-us/talpip/8052658.html>

Workday release 2 automatically available features

After release

The screenshot displays the Workday Manager Insights Hub interface. On the left is a navigation menu with categories: Overview, Hiring and Staffing, Time Management, Budget and Reso..., Performance, and My Team. The 'My Team' section is expanded, listing various team members including AD_Test Worker, Aidan Haywood, Allen Rossi, Aman Test 1, Andrew Turner, Anthony Graham, AP Test 1, and several 'Arg Test Employee' entries.

The main content area is for 'Beth Liu'. It shows a profile header with 'Skills 6', 'Skill Interests 2', 'Development Items 2', and 'Goals 3'. Below this are tabs for 'Overview', 'Development Items & Interests', 'Goals', and 'Ch'. The 'Feedback on Beth' section is active, featuring a 'Feedback Actions' dropdown menu with options: 'Get Feedback', 'Give Feedback', and 'View All Feedback Received'. A card for 'Logan McNeil' shows a 'Request Sent' on Jul 17, 2024, with 'Responses From 1 of 1 Peers' and 'Feedback On 2 Questions'. A 'View Responses' link is present.

The 'Anytime Given Feedback' section shows a card for 'Logan McNeil' with a feedback entry: 'Betty did a terrific job reducing off-cycle check processing in the first half of 2010. She's on target for the 20% goal we set the beginning of 2010.' A 'View' link is at the bottom.

Talent - Career hub explore and career path builder skills and skill interests matching

What's changing

With this release, Workday improves the skills and skill interests matching results in Career Hub Explore and the Career Path Builder. These improvements encourage greater interaction with Career Hub, and enable your workers to identify and pursue relevant career opportunities.

Additional considerations

Workday improves the skills and skill interests matching results for suggested job profiles in the:

Featured Next Move and Explore Other Moves sections in Career Hub Explore.

Career Path Builder, when users select the Skills or Skill Interests source options.

Suggested skills in the side panel are sorted with job profile explicit skills first, followed by the machine learning suggested skills, in alphabetical order.

For skill and skill interest suggestions to appear in both Explore and the Career Path Builder, workers must have at least one skill on their worker profile.

What do i need to do?

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

What happens if i do nothing?

N/A

Community link

<https://doc.workday.com/release-notes/en-us/talpip/8052658.html>

Workday 2024 release 2 automatically available features

Prior to 2024 release 1	Post 2024 release 2	Impact
<p>Prior to this enhancement, the skill matching algorithms in Career Hub Explore and Career Path Builder were less refined, potentially leading to less relevant suggestions for workers.</p>	<p>Workday enhances skill matching in Career Hub, enabling workers to more effectively identify and pursue relevant career opportunities. Improved matching algorithms in Career Hub Explore and Career Path Builder provide workers with more tailored recommendations.</p>	<p>Y/N: No Impact</p> <p>Impact description:</p> <p>This enhancement improves skill matching in Career Hub without affecting its core functionality.</p>

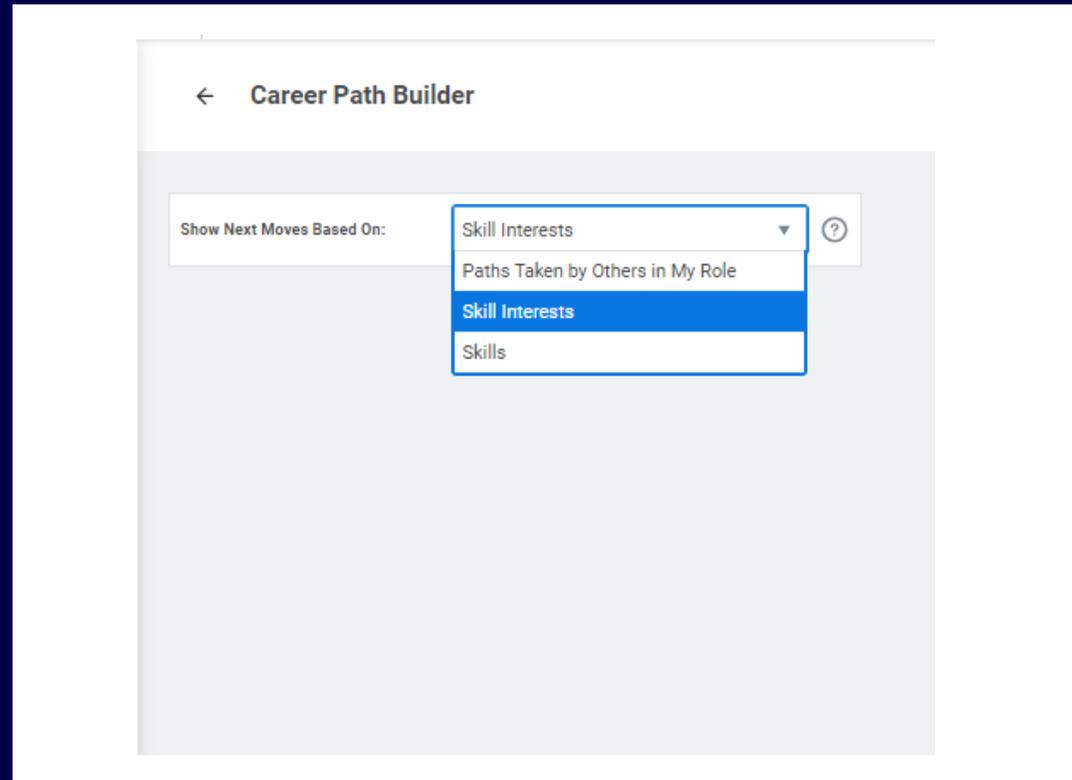
Effort N/A

Defect link Not applicable

Community link <https://doc.workday.com/release-notes/en-us/taladv/7854868.html#Impact-tab>

Workday release 2 automatically available features

After release



Talent - Flex teams user experience

What's changing

With this release, Workday modifies the Flex Teams report and the flex team member feedback user experiences. These improvements are expected to make the host or team lead experience more seamless, making it quicker to staff their flex teams.

Additional considerations

Workday updates the Flex Teams report by:

- Displaying the flex teams as cards.
- Highlighting specific calls to action for flex team hosts.
- Surfacing insights on cards for workers who have expressed interest.

Additionally, Workday updates multiple labels, simplifying the language. We replace:

- Create Flex Team with Create.
- Manage Flex Team with Manage Team.
- Share Flex Team with Share Link.
- View Flex Team with View Details.
- Edit Flex Team with Edit.
- Cancel Flex Team with Cancel.

For administrators and hosts providing feedback to workers, Workday adds a select worker option, allowing you to focus on the applicable worker to more easily review and provide feedback.

What do i need to do?

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

What happens if i do nothing?

These changes are automatically available and will appear for users even if you do nothing.

Community link

<https://doc.workday.com/release-notes/en-us/gigs/7728953.html>

Workday 2024 release 2 automatically available features

Prior to 2024 release 1	Post 2024 release 2	Impact
<p>The Flex Teams report and feedback experience were less user-friendly.</p>	<p>Workday improves Flex Teams report and feedback experience. Flex teams are now displayed as cards with clearer actions for hosts. Hosts can also provide feedback to specific workers more easily.</p>	<p>Y/N: No Impact</p> <p>Impact description:</p> <p>This enhancement improves the Flex Teams report and feedback experience without affecting its core functionality.</p>

Effort N/A

Defect link Not applicable

Community link <https://doc.workday.com/release-notes/en-us/gigs/7728953.html>

Workday release 2 automatically available features

After release

The screenshot displays the 'Flex Teams' management interface. At the top, there is a 'Manage All Flex Teams' section with a search bar and a 'Create' button. Below this is a 'Filters' sidebar on the left, which includes dropdowns for Status (set to 'All'), search fields for Category, Type, Host, and Location, and a 'Clear All' button. The main area shows a grid of team cards. Each card includes an illustration, a title, a host name with a link, a member count, location, category, and team type. The teams listed are:

- HR Transformation Strategy**: Host Alex Garcia, 1/6 members, San Francisco, Critical Growth, Long Term, Simple Flex Team.
- Reverse Mentoring Program - Customer Service Management**: Host Alex Garcia, 3 people have expressed interest, 2/15 members, No Location, Culture & Talent, Short Term, Simple Flex Team.
- Social Group - Learning How to Knit / Bake**: Host Logan McNeil, 0/20 members, No Location, No Category, No Type, Simple Flex Team.
- Climate Change Network**: Host Logan McNeil, 3/10 members, Geneva, Business Innovation, Networking, Simple Flex Team.
- Workday Implementer**: Host Logan McNeil, 0/10 members, No Location, No Category, Short Term, Advanced Flex Team.
- Advanced GMS WD Solver**: Host Logan McNeil, 0/2 members, No Location, No Category, Short Term, Advanced Flex Team.

Each team card has a 'Manage Team' link and a three-dot menu icon at the bottom. Below the grid, there are additional illustration tiles.

Talent - Feedback user experience responsive design

What's changing

With the 2024R2 release, Workday enhances the visual appeal of the feedback user experience with a dynamic presentation.

Provides a responsive and flawless user experience on any device for feedback.

Additional considerations

Workday maximizes the space on the page and minimize content gaps on these feedback tasks:

- Give Feedback
- Get Feedback on Self
- Get Feedback on Worker
- Maintain Feedback Setup

What do i need to do?

No steps need to be taken. This feature is automatically available.

What happens if i do nothing?

No Impact

Community link

<https://doc.workday.com/release-notes/en-us/talpip/8154089.html>

Workday 2024 release 2 automatically available features

Prior to 2024 release 1	Post 2024 release 2	Impact
<p>The previous version of Workday's feedback feature have had a less visually appealing interface and a less responsive user experience, especially on smaller devices. The layout had been less efficient, with more empty space or content gaps, particularly in feedback tasks like "Give Feedback," "Get Feedback on Self," and "Get Feedback on Worker."</p>	<p>Workday's 2024R1 update offers a more visually appealing and user-friendly feedback experience. It adapts to various devices, ensuring a seamless interaction. To optimize screen space, feedback tasks like "Give Feedback," "Get Feedback on Self," and "Get Feedback on Worker" have been redesigned with minimal gaps.</p>	<p>Y/N: No Impact</p> <p>Impact description:</p> <p>N/A</p>

Effort N/A

Defect link Not applicable

Community link <https://doc.workday.com/release-notes/en-us/talpip/8154089.html>

Workday release 2 automatically available features

Before release

Give Feedback 

Give Feedback to

Feedback Sharing

Don't share with

Share with

Share with others

Details

Feedback *

After release

Give Feedback 

Instructional Text
Supply your observations about the selected employee and choose if you wish your name to be displayed with the feedback.

Give Feedback to
AD_Test Worker

Show my name?

Feedback Sharing

Don't share with AD_Test Worker

Share with AD_Test Worker

Share with others

Details

Feedback *

Badge
select one

enter your comment

Talent - Goals user experience redesign for mobile

What's changing

With the 2024R2 release, Workday continues to enhance the Goals User Experience Redesign feature by enabling the card framework for mobile. These changes only apply if you've opted in to the Goals User Experience Redesign Changes feature on the Maintain Feature Opt-Ins task.

Users can now access the card framework included in the Goals Redesign User Interface feature from your mobile device.

Additional considerations

Workday provides mobile users access to the card framework through the Goals report in the Configure Profile Group task for the Performance for Worker Profile profile group. You no longer need to configure the View Goals report for mobile users in the Performance for Worker Profile profile group.

If customers opt-in to the Goals User Interface Redesign feature, the View Goals report that displays on the Configure Profile Group task for the Performance for Worker Profile group will no longer be applicable. If it remains, you'll receive an error message upon saving. Remove this report from this view and save your changes. The Goals report already represented in this profile group will provide the necessary information in both mobile and desktop views.

What do i need to do?

Opt in to the Goals User Experience Redesign Changes feature in the Maintain Feature Opt-Ins task. For more information, see the 23R2 What's New Post: Goals User Experience Redesign link in the Related Links section.

If opted in to the Goals User Experience Redesign feature, no steps need to be taken. This feature is automatically available. Users with security access will automatically see the new card framework on their mobile devices.

What happens if i do nothing?

If opted in to the Goals User Experience Redesign feature, mobile and desktop users with the security to do so, can access the My Goals and View Goals for Worker reports.

Community link

<https://doc.workday.com/release-notes/en-us/talpip/8154089.html>

Workday 2024 release 2 automatically available features

Prior to 2024 release 1	Post 2024 release 2	Impact
<p>Before the 2024R2 update, the mobile goals experience in Workday was less user-friendly, with a less intuitive interface or limited functionality.</p>	<p>Workday's 2024R2 update introduces a card-based framework for goals on mobile devices.</p> <p>Mobile Accessibility: Users can now access the card framework from their mobile devices.</p> <p>Simplified Configuration: The Goals report in the Configure Profile Group task for the Performance for Worker Profile group now provides mobile access.</p>	<p>Y/N: No Impact</p> <p>Impact description:</p> <p>Users with security access will automatically see the new card framework on their mobile devices</p>

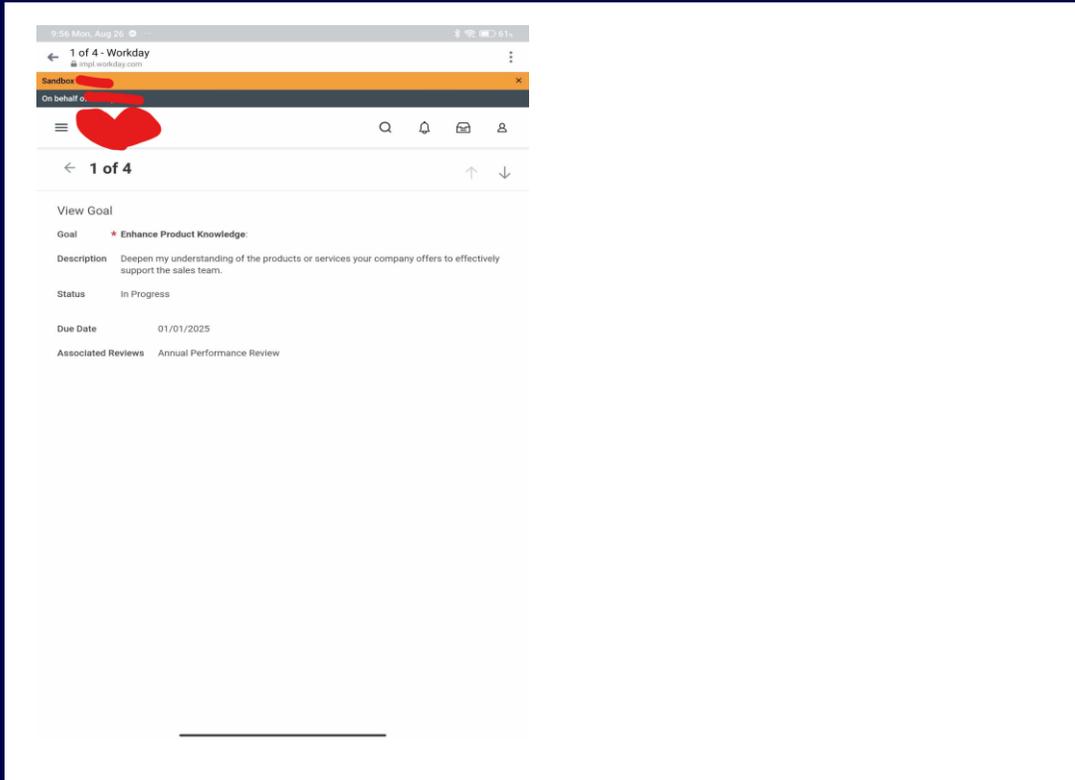
Effort N/A

Defect link Not applicable

Community link <https://doc.workday.com/release-notes/en-us/hrperf/8102856.html>

Workday release 2 automatically available features

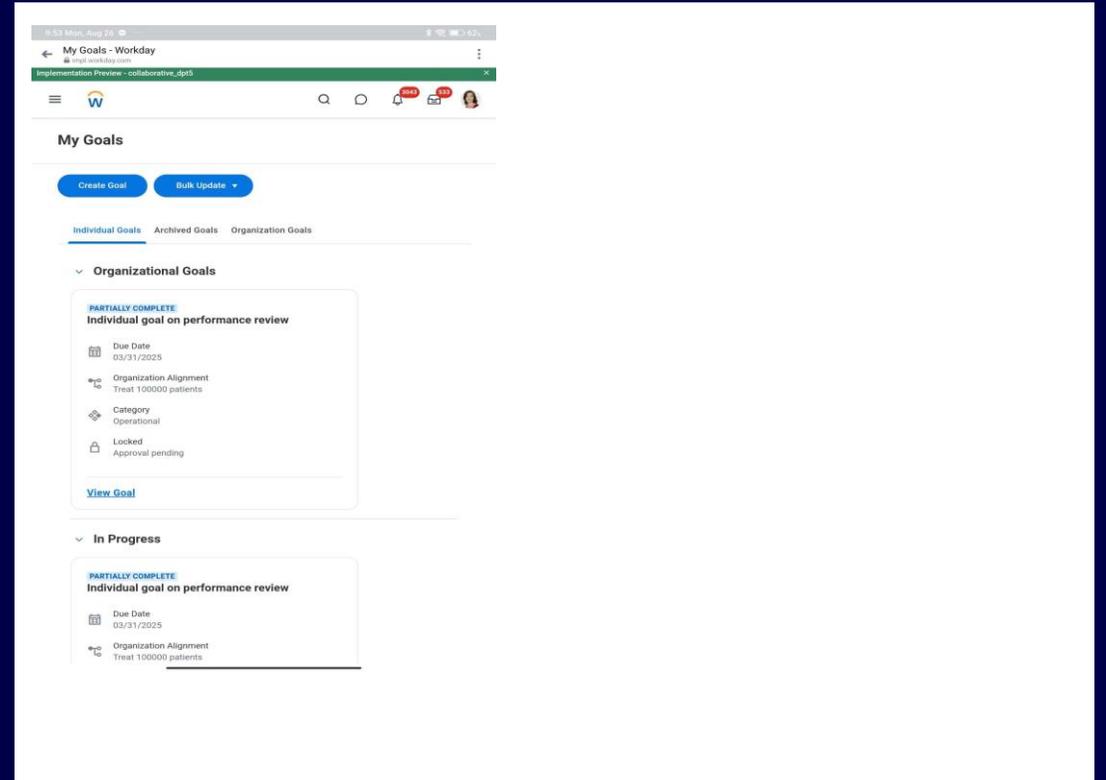
Before release



The screenshot shows the 'View Goal' page in Workday before a release. The browser address bar indicates the user is on a 'Sandbox' environment. The page title is '1 of 4 - Workday'. A red heart icon is overlaid on the left-hand navigation menu. The goal details are as follows:

- Goal:** Enhance Product Knowledge
- Description:** Deepen my understanding of the products or services your company offers to effectively support the sales team.
- Status:** In Progress
- Due Date:** 01/01/2025
- Associated Reviews:** Annual Performance Review

After release



The screenshot shows the 'My Goals' page in Workday after a release. The browser address bar indicates the user is on a 'collaborative_dpt5' environment. The page title is 'My Goals - Workday'. The interface includes a 'Create Goal' button and a 'Bulk Update' dropdown menu. The goals are categorized into 'Individual Goals', 'Archived Goals', and 'Organization Goals'. The 'Organization Goals' section is expanded, showing two goal cards:

- Organization Goals**
 - Individual goal on performance review** (PARTIALLY COMPLETE)
 - Due Date: 03/31/2025
 - Organization Alignment: Treat 100000 patients
 - Category: Operational
 - Locked: Approval pending
 - [View Goal](#)
 - In Progress**
 - Individual goal on performance review** (PARTIALLY COMPLETE)
 - Due Date: 03/31/2025
 - Organization Alignment: Treat 100000 patients

Talent - Organizational goals configuration

What's changing

With the 2024R2 release, Workday allows to configure whether you want to display or hide your organizational goal descriptions using the Maintain Goal Setup task.

Customize the organizational goal experience.

Additional considerations

Workday delivers the Show Organizational Goal Description Field check box in the Maintain Goal Setup task.

What do i need to do?

You can display or hide the organizational goal description field in your tenant using the Maintain Goal Setup task.

- To display the organization goal description in your tenant, select the Show Organization Goal Description Field check box in the Configure Organization Goals section.
- To hide the organization goal description in your tenant, ensure that the Show Organization Goal Description Field check box is unchecked in the Configure Organization Goals section.

What happens if i do nothing?

Workday displays the description for the organization goal.

Community link

<https://doc.workday.com/release-notes/en-us/hrperf/8097589.html>

Workday 2024 release 2 automatically available features

Prior to 2024 release 1	Post 2024 release 2	Impact
<p>Before the 2024R2 update, Workday had a fixed setting for displaying organizational goal descriptions. Users did not have had the option to customize their visibility.</p>	<p>Workday's 2024R2 update lets you choose whether to show or hide organizational goal descriptions using the Maintain Goal Setup task. This gives you more control over the organizational goal experience.</p>	<p>Y/N: No Impact</p> <p>Impact description:</p> <p>N/A</p>

Effort N/A

Defect link Not applicable

Community link <https://doc.workday.com/release-notes/en-us/hrperf/8097589.html>

Workday release 2 automatically available features

Before release

> More Information

Configure Organization Business Goals

- Organization Alignment
- Organization Business Goal Allows Organization Alignment Through Hierarchy
- Default Organization Business Goal to Private
- Enable Percent Complete
- Allow Automatic Calculation of Percent Complete

Configure Business Goals In Reviews

- Lock Business Goals Associated with In Progress Reviews
- Allow Deletion of Business Goals Associated with Reviews
- Allow Ordering of Business Goals in Reviews

After release

> More Information

Configure Organization Business Goals

- Show Organization Business Goal ~Description~ Field
- Organization Alignment
- Organization Business Goal Allows Organization Alignment Through Hierarchy
- Default Organization Business Goal to Private
- Enable Percent Complete
- Allow Automatic Calculation of Percent Complete

Configure Business Goals In Reviews

- Lock Business Goals Associated with In Progress Reviews
- Allow Deletion of Business Goals Associated with Reviews
- Allow Ordering of Business Goals in Reviews

Talent - Suggested skills for workers

What's changing

With the 2024R2 release, Workday improves its methodology for generating skill suggestions to workers by leveraging explicit skill data to supplement existing machine learning-generated skill suggestions.

This can:

- Increase the quantity and quality of skills on worker profiles, facilitating better career insight and mobility.
- Reduce friction and increase user confidence with Skills Cloud.

Additional considerations

Workday increases the relevance of suggested skills when workers edit skills in their profiles by now suggesting explicit skills from these sources, in this order, for each worker:

- Current Job Profile
- Completed Projects
- Previous Job Profiles
- Completed Flex Team Roles

After workers add all the explicit skills from these sources, Skills Cloud resumes its normal methodology of using machine learning to suggest additional implicit skills. Skills Cloud always displays 10 skill suggestions.

To accommodate anticipated customer questions around testing the validity of this update please refer them to modify a worker's profile skills data with explicit skills and compare those suggested skills that return from the updated sources in this release against their sandbox and production environments.

What do i need to do?

To enable skill suggestions, you must:

- Enable Skills Cloud.
- Select the Populate Suggested Skills For Workers check box on the Maintain Skills and Experience Setup task.

What happens if i do nothing?

If you do nothing, workers will now see more relevant skill suggestions when they edit their skills in their worker profiles.

This change does not impact:

- Career Hub skill suggestions.
- Existing report fields for skills.

Community link

<https://doc.workday.com/release-notes/en-us/skills/8108412.html>

Workday 2024 release 2 automatically available features

Prior to 2024 release 1	Post 2024 release 2	Impact
<p>Before the 2024R2 update, Workday's skill suggestions were primarily generated using machine learning algorithms. The lack of explicit skill data could have limited the accuracy and quantity of suggested skills.</p>	<p>Workday enhances skill suggestions by using explicit skill data, leading to more relevant and accurate recommendations. This helps workers discover new career opportunities and boosts confidence in Skills Cloud.</p> <p>Increased Relevance: Skill suggestions now prioritize explicit skills from current job profiles, completed projects, previous job profiles, and completed Flex Team Roles.</p> <p>Enhanced Accuracy: Machine learning continues to suggest implicit skills after all explicit skills are added.</p>	<p>Y/N: No Impact</p> <p>Impact description:</p> <p>N/A</p>

Effort N/A

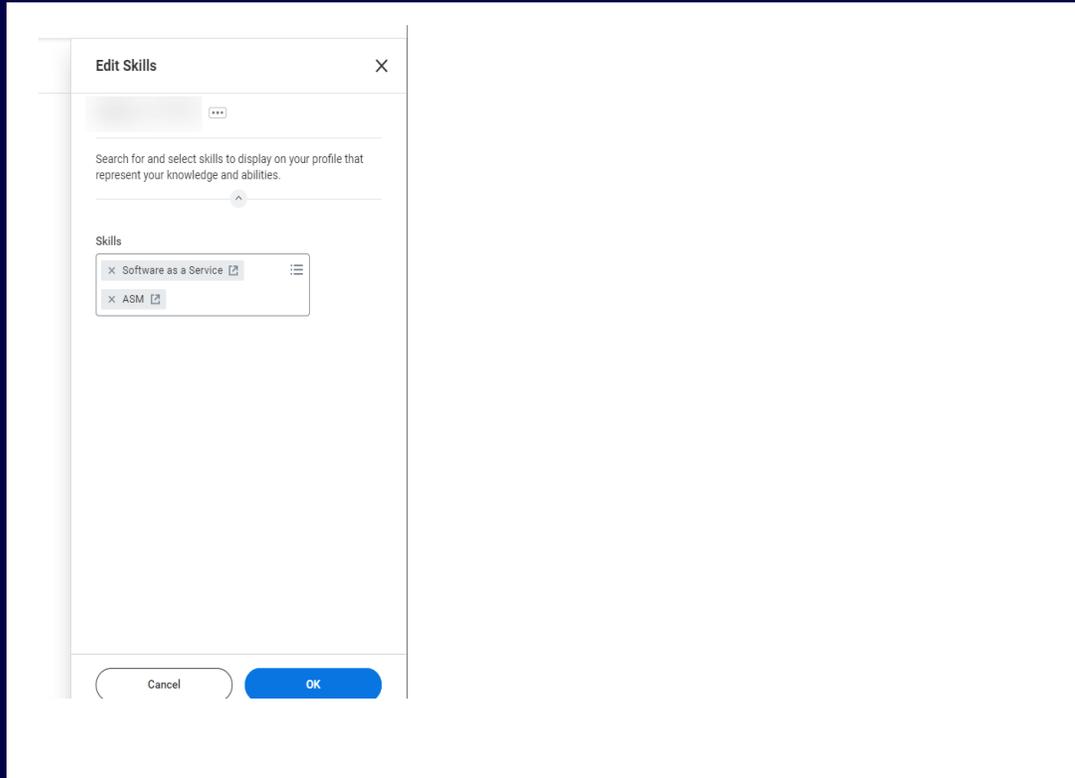
Additional description if applicable

Defect link Not applicable

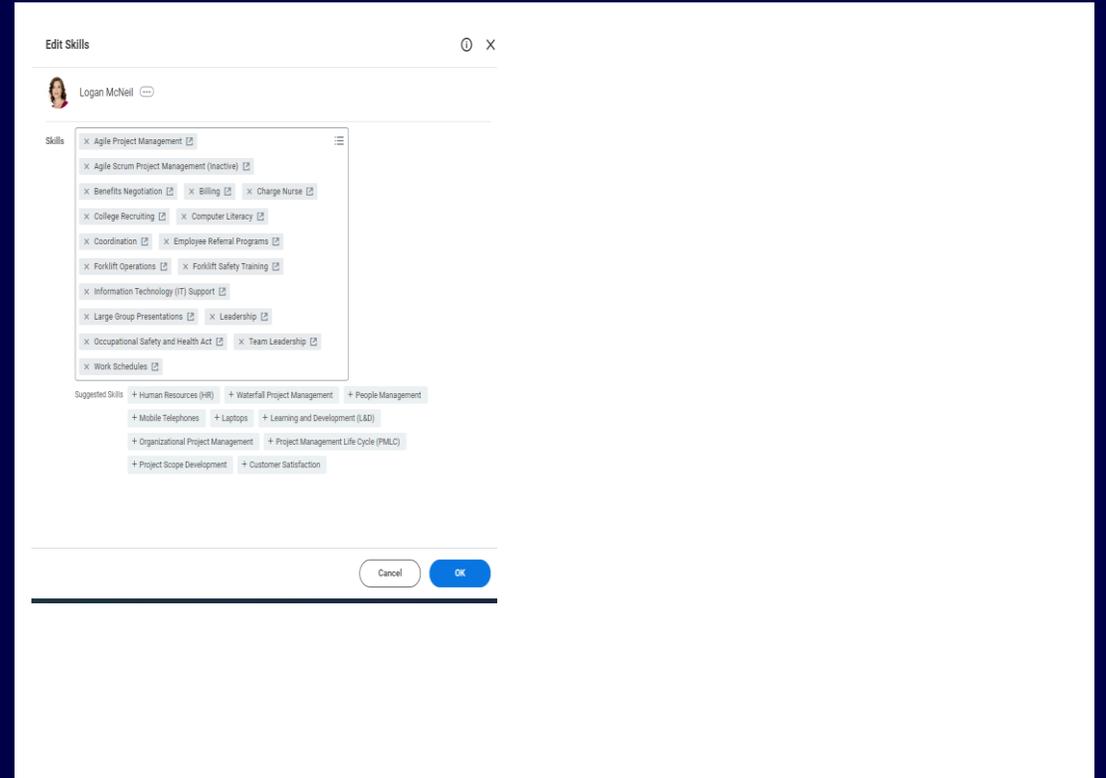
Community link <https://doc.workday.com/release-notes/en-us/skills/8108412.html>

Workday release 2 automatically available features

Before release



After release





Setup required features

Talent 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.

Talent

- Goals User Experience Redesign Multi-Management of Goals
- Skill Assessments
- Development Item Experience in Career Hub with Suggestions
- Development Items, Skills, and Mobile
- Career Path Builder Seniority Filtering

Talent - Goals user experience redesign multi-management of goals

What's changing

Workday continues to enhance the Goals User Experience Redesign feature by providing the ability to create, delete, edit, review, and approve multiple goals at once. These changes only apply if you've opted in to the Goals User Experience Redesign Changes feature in the Maintain Feature Opt-Ins task. Provides the ability to do bulk updates on multiple goals.

Additional considerations

Workday delivers a new Individual Goals task for multiple goals as an initiating action on the Manage Goals business process security policy. Access the task as a pop-up modal from the new Manage Goals button for these reports:

- My Goals
- View Goals
- View Goals for Worker on the worker profile.

For users with access to the Individual Goals and Archive Goals initiating actions on the Manage Goals business process security policy, Workday provides a Bulk Update button.

What do i need to do?

Opt in to the Goals User Experience Redesign Changes feature in the Maintain Feature Opt-Ins task. For more information, see the 23R2 What's New Post: Goals User Experience Redesign link in the Related Links section.

1. Access the Manage Goals business process security policy to enable the multi-management of goals.
2. Identify which security groups you wish to have access to manage multiple goals at once using the My Goals or View Goals for Workers reports.
3. Add the security groups to the new Individual Goals initiating action.

Community link

<https://doc.workday.com/release-notes/en-us/hrperf/8097568.html>

Talent - Goals user experience redesign multi-management of goals

Additional considerations

The Bulk Update button provides a drop-down to access Manage Goals and Archive or Unarchive Goals tasks on these reports:

- My Goals
- View Goals
- View Goals for Worker on the worker profile.

If 2 or more goals are added or edited in bulk, these will appear in the Review Goals step of the Manage Goals business process to review and approve in My Tasks.

If you are only adding or editing 1 goal within the bulk process, a slide out will appear from the side panel, to review and approve the content.

What do i need to do?

Opt in to the Goals User Experience Redesign Changes feature in the Maintain Feature Opt-Ins task. For more information, see the 23R2 What's New Post: Goals User Experience Redesign link in the Related Links section.

1. Access the Manage Goals business process security policy to enable the multi-management of goals.
2. Identify which security groups you wish to have access to manage multiple goals at once using the My Goals or View Goals for Workers reports.
3. Add the security groups to the new Individual Goals initiating action.

Community link

<https://doc.workday.com/release-notes/en-us/hrperf/8097568.html>

Workday 2024 release 2 automatically available features

2024R1	2024R2	Impact
<p>Prior to this enhancement, users could only create, edit, review, and approve goals individually within the Goals User Experience Redesign.</p>	<p>Workday enhances goal management with bulk actions. Users can now create, edit, review, and approve multiple goals simultaneously within the Goals User Experience Redesign.</p>	<p>Y/N: No Impact</p> <p>Impact description:</p> <p>Training materials may need to be updated.</p>

Effort 0.5 hours

Defect link Not applicable

Community link <https://doc.workday.com/release-notes/en-us/hrperf/8097568.html>

Workday release 2 automatically available features

Before release

Individual Goals Development Items Organization Goals Archived Goals

3 items

Goal Section Group	Goal
In Progress	2nd closing support
In Progress	Cash forecast
In Progress	Working capital facility setup and bank relationship management

After release

My Goals

Create Goal **Bulk Update** Manage Goals

Individual Goals Archive or Unarchive Goals Organization Goals

Organizational Goals

Individual goal on performance review

- Due Date: -
- Organization Alignment: Treat 100000 patients
- Category: -

Edit Goal

Talent - Skill assessments

What's changing

Workday now supports structured skill assessments by enabling assessors to rate worker profile skills, job profile skills, and other skills for workers.

Reporting on skill assessments can help inform your workforce planning and strategic talent initiatives.

Worker skill assessments and self-assessments can facilitate better career growth conversations between workers and managers.

Additional considerations

Workday delivers a new Assess Skills business process (secured to the Worker Profile and Skills functional area) that facilitates structured skill assessments for workers. Managers and other assessors can rate workers' job profile skills, worker profile skills, and other skills on a 1-5 proficiency scale. Note that the Assess Skills business process doesn't support crowdsourced skills.

You can configure these new tasks as initiating actions on the Assess Skills business process:

- **Assess Skills:** Access this task from Global Search and select the worker you want to assess.
- **Assess Skills for Worker:** Access this task from the Related Actions menu on the worker's profile.

What do i need to do?

Before you can use this feature, you must set up:

- Skills Cloud.
- Security domains for business process administrators.
- Security on the Person Data: Skill Assessment Data and Self-Service: Skill Assessment Data domains to enable reporting on skill assessment data.
- The Assess My Skills task as an allowed action on the Assess Skills business process.
- The Assess Skills business process definition using the Create Business Process Definition (Default Definition) task.

Community link

<https://doc.workday.com/release-notes/en-us/skills/7864453.html>

Talent - Skill assessments (cont.)

Additional considerations

You can also configure the new Assess My Skills task as an allowed action to enable workers to rate their own skills.

To secure skill assessment data, Workday delivers these new domains in the Worker Profile and Skills functional area:

- Person Data: Skill Assessment Data
- Self-Service: Skill Assessment Data

You can now report on all Assess Skills business process events using these new report fields, secured to the domains listed above:

- Assessed Skills
- Self-Assessed Skills
- Skills Assessed by Trusted Person
- Skills Selected to Assess
- Skills to Add to Worker Profile

What do i need to do?

To report on skill assessments, you can build custom reports for individual workers and use the Assess Skills Events For Worker field to include Assess Skills events.

What do i need to do?

If you do nothing, you can't use the Assess Skills business process to conduct skill assessments.

Community link

<https://doc.workday.com/release-notes/en-us/skills/7864453.html>

Talent - Skill assessments (cont.)

Additional considerations

Workday updates these existing report fields to now include skill ratings from Assess Skills events:

- Skill Rating Source
- Skill Ratings for Worker

Workday adds a new Assess Skill Events For Worker report field on the Worker business object, secured to the same domains.

Workday also supports embedded analytics by delivering a new Assess Skill Embedded BI Data business object with these new report fields:

- Job Profile
- Worker

Consultants will need to configure the Business Process Security Policy, and the business process definition for Assess Skills manually in implementation tenants until these are established in WDSETUP.

Please note that the Assess Skills feature is separate functionality from the Skills Ratings in Feedback for Talent.

Assess Skills is not available for OX 2.0.

Community link

<https://doc.workday.com/release-notes/en-us/skills/7864453.html>

Workday 2024 release 2 automatically available features

2024R1	2024R2	Impact
<p>Prior to this enhancement, Workday lacked a standardized process for assessing worker skills. Skill evaluation was primarily based on subjective judgment and informal methods.</p>	<p>Workday introduces structured skill assessments, allowing managers to rate worker skills. This data helps inform workforce planning and career development.</p>	<p>Y/N: No Impact</p> <p>Impact description:</p> <p>This is a new functionality so there is no impact. Training materials may need to be updated.</p>

Effort 1 hour

Defect link Not applicable

Community link <https://doc.workday.com/release-notes/en-us/skills/7864453.html>

Workday release 2 automatically available features

After release

The screenshot illustrates the 'Assess Skills for Worker' process for worker Beth Liu. On the left, the 'Select Skills to Rate' section shows three categories: 'Search Skills' (checked), 'Worker Profile Skills' (checked), and 'Job Profile Skills' (unchecked). The 'Search Skills' dropdown is open, showing 'Commitment to Patient Service' and 'Financial Metrics'. The 'Worker Profile Skills' list includes Drill Press 1, Master Tax, Payroll Analysis, Payroll Conversions, Punch Press 1, and Time Recording. A red arrow points from the 'OK' button in the 'Search Skills' dropdown to the 'Assess Skills' page on the right. The 'Assess Skills' page shows the 'Skill Ratings' section with three skills: 'Master Tax' (rated Experienced), 'Commitment to Patient Service' (rated Advanced), and 'Financial Metrics' (rated Intermediate). Each skill has a rating scale from Beginner to Expert, a comment field, and a decline checkbox.

Assess Skills for Worker 01/01/2024

Worker Beth Liu

Select Skills to Rate

Search Skills

- Commitment to Patient Service
- Financial Metrics

Worker Profile Skills

- Drill Press 1
- Master Tax
- Payroll Analysis
- Payroll Conversions
- Punch Press 1
- Time Recording

Job Profile Skills (empty)

Assess Skills Beth Liu

[View Skill Level Descriptions](#)

Skill Ratings

Skill: Master Tax

Rating: Beginner Intermediate **Experienced** Advanced Expert

Comment: test WD2024 R2

Decline

Skill: Commitment to Patient Service

Rating: Beginner Intermediate Experienced **Advanced** Expert

Comment: test WD2024 R2

Decline

Skill: Financial Metrics

Rating: Beginner **Intermediate** Experienced Advanced Expert

Comment: test WD2024 R2

Decline

Skill: Drill Press 1

Rating: Beginner Intermediate **Experienced** Advanced Expert

Comment: test WD2024 R2

Click OK

Talent - Development item experience in career hub with suggestions

What's changing

With this release, Workday delivers a new development item user experience in Career Hub.

The dynamic experience enables workers to clearly create, edit, and complete their development items in the context of Career Hub.

Additional considerations

Flex team and learning suggestions surface on the Related Opportunities for Plan card. Opportunities are suggested based on comparison between the Skills to Develop on the development item, and the skills on the flex team or learning opportunity. Workers can save the suggestions to their Career Hub Plan. Additional suggestions appear to replace those saved to Plan.

A new action button card enables workers to edit, complete, or delete their development item. The edit action surfaces a pop-up window enabling workers to update the various development item attributes.

The Status Notes section is prominently displayed on the new page, encouraging workers to document their progress. Workers can also update their status notes when editing the development item. Status notes are visible on the Status Notes tab.

What do i need to do?

You might need to take additional steps to enable this feature based on your organization's subscription service agreement. To determine your subscription service agreement:

1. Select your profile avatar on Community.
2. Select Profile.
3. On your profile page, select your organization's name, which is beneath your name and next to your job title.
4. View your Subscription Service Agreement value.

If the value is:

- MSA, you must enable this feature through Innovation Services.
- UMSA, this feature is automatically available.

Community link

<https://doc.workday.com/release-notes/en-us/taladv/7790926.html>

Talent - Development item experience in career hub with suggestions (cont.)

S

Additional considerations

An Additional Details tab displays the Last Updated By, Last Updated, and Created By attributes.

Users can still access and manage their development items via the "Manage in Career Hub" button on the Development Items section of the Career Profile for Worker Profile Group.

Users updating skills on their Development Item outside of Career Hub, will still see their skills interests automatically appear in Career Hub.

What do i need to do?

Access to Career Hub is secured to the Self-Service: Career Hub domain.

Workday secures access to the new View Development Item page on the Self-Service: Development Items domain. The ability to delete development items is secured to the Self-Service: Delete Development Item domain.

Workday secures access to the learning suggestions on the Related Opportunities for Plan card to the Learning Access domain.

Workday secures access to the flex team suggestions on the Related Opportunities for Plan card to the Flex Teams domain.

What happens if i do nothing?

Users who access development items in Career Hub today will automatically see this new user experience.

Community link

<https://doc.workday.com/release-notes/en-us/taladv/7790926.html>

Workday 2024 release 2 automatically available features

2024R1	2024R2	Impact
<p>The development item user experience in Career Hub was less dynamic and intuitive. Workers had to navigate through multiple screens to create, edit, and complete development items. Related opportunities were not prominently displayed, and the process for updating development item attributes was less efficient.</p>	<p>Workday introduces a new development item experience in Career Hub. Workers can now easily create, edit, and complete development items and view related opportunities.</p>	<p>Y/N: No</p> <p>Impact description:</p> <p>Training materials may need to be updated.</p>

Effort 0.5 hours

Defect link Not applicable

Community link <https://doc.workday.com/release-notes/en-us/taladv/7790926.html>

Workday release 2 automatically available features

After release

The screenshot displays the 'My Development Items' page in the Workday Career Hub. The interface includes a left sidebar with a 'Manage in Career Hub' button (highlighted with a red box) and an 'Add' button (also highlighted with a red box). A red arrow points from the 'Manage in Career Hub' button to the 'Development Items' link in the 'Quick Links' section of the central navigation menu. The main content area shows 'Items for Your Career Development' with a list of items. The first item, 'Test For 2024 R2 testing', is highlighted with a red box and includes a 'Manage Development Item' link. The second item is a job listing for 'Primary School Teacher'.

My Development Items Logan McNeil

[Manage in Career Hub](#)

Development Item +

Test

Additional Information
For 2024 R2 testing

Skills to Develop

Relates To

Status +

In Progress

Category

Start Date

Completion Date

Status Note

[Add](#)

Career Hub

- Suggestions for You
- Plan**
- Explore
- Quick Links
 - Development Items**
 - Feedback
 - My Flex Teams
 - My Applications
 - Opportunity Graph
 - Preferences
 - My Mentorship Preferences

Items for Your Career Development

To Do Pending Completed

Displaying 1 - 4 of 4 items

DEVELOPMENT ITEM
Test
For 2024 R2 testing
Status: In Progress Created by: Me
[Manage Development Item](#)

JOB
Are you still interested in the role Primary School Teacher?
Excited to grow your career?
We value our talented employees, and whenever possible strive to help you grow.
Posting Date: 08/20/2024 Primary Location: Melbourne Job Type: Regular
[Apply to Job](#)

Talent - Development items, skills, and mobile

What's changing

With this release, Workday enables users to add skills to their development items. Additionally, Workday makes development items available for the Workday native app on Android, iPad, and iPhone.

These enhancements provide additional options for users to actively track their skills development, from their desktop or mobile devices, further enabling their career aspirations.

Additional considerations

Workday adds a new Skills to Develop class report field, on the Development Item business object, secured to these domains:

- Self-Service: Development Items
- Talent Review: Development Items
- Worker Data: Development Items

Workday limits the field to 3 skills on each development item.

What do i need to do?

You might need to take additional steps to enable this feature based on your organization's subscription service agreement. To determine your subscription service agreement:

1. Select your profile avatar on Community.
2. Select Profile.
3. On your profile page, select your organization's name, which is beneath your name and next to your job title.
4. View your Subscription Service Agreement value.

If the value is:

- MSA, you must enable this feature through Innovation Services.
- UMSA, this feature is automatically available.

Community link

<https://doc.workday.com/release-notes/en-us/taladv/7791808.html>

Talent - Development items, skills, and mobile (cont.)

Additional considerations

Skills added to the Skills to Develop field are automatically added as skill interests to the worker profile. The skill interests on the worker's Career Hub profile are also updated. The skills remain on the development item if the worker chooses to remove them as skill interests. Additionally, the skills remain as skill interests if the worker chooses to remove them from the development item. Workday adds the Job Profile Skills, Skill Categories, and Skill Interests for Worker as prompts for the Skills to Develop field.

The Skills to Develop field allows you to report on the skills tagged to development items in both custom and delivered reports. Workday adds the field to these existing reports:

- All Workers' Development Items Changed in the Last Week
- My Development Items Changed in the Last Week
(Include Delete and Not Applicable)
- My Team's Development Items Changed in the Last Week
(Include Delete and Not Applicable)

Workday updates the Print PDF and Excel outputs for development items to include the Skills to Develop, Category, Start Date, Completion Date, and Status Note fields..

What do i need to do?

Add skills to public job profiles for employees to see Job Profile Skills populated in their Skills to Develop prompt in development items.

Configure permissions on the following domains as needed by your organization:

- Self-Service: Development Items
- Talent Review: Development Items
- Worker Data: Development Items
- Self-Service: Interests
- Worker Data: Interests

What happens if i do nothing?

N/A

Community link

<https://doc.workday.com/release-notes/en-us/taladv/7791808.html>

Talent - Development items, skills, and mobile (cont.)

Additional considerations

Ensure your tenants are using Skills in order for this feature to be applicable in the Development Items, domains and subsequent reports & features. Customers will need to leverage Skills Cloud if using the Automatic Skills Interests assignments in Career Hub.

If customers add skills to job profiles for employees to see Job Profile Skills populated in their Skills to Develop prompt in development items, they must ensure that those Job Profiles are public. Only 3 skills can be added to each development item. The design is intentional for an optimal end user experience.

At this time, you can report on the Skills to Develop that have been added to development items. Customers can track the Last Updated By field on the development item, but it will not specifically differentiate skills versus other fields that were edited.

Community link

<https://doc.workday.com/release-notes/en-us/taladv/7791808.html>

Workday 2024 release 2 automatically available features

2024R1	2024R2	Impact
<p>The development item feature in Workday lacked the ability to track specific skills, limiting its effectiveness for skill development and career planning. Mobile access was also restricted.</p>	<p>Workday enhances development items with skill tracking and mobile access. Users can now add skills to development items and track progress on mobile devices.</p>	<p>Y/N: No</p> <p>Impact description:</p> <p>Training materials may need to be updated.</p>

Effort 0.5 hours

Defect link Not applicable

Community link <https://doc.workday.com/release-notes/en-us/taladv/7790926.html>

Workday release 2 setup based features

After release

My Development Items Logan McNeil

Manage in Career Hub

Development Item *

Test

Additional Information

Normal | B | I | U | A | :: | |

For 2024 R2 testing

Skills to Develop

- Active Listening
- Critical Thinking

Relates To

Status *

In Progress

Category

Start Date

MM/DD/YYYY

Completion Date

MM/DD/YYYY

Talent - Career path builder seniority filtering

What's changing

With the 2024R2 release, Workday makes improvements to the quality of suggested job profiles in the Career Path Builder.

By default, the Career Path Builder does not limit moves based on seniority for workers, resulting in potentially jarring career pathing experiences where users see career steps that are multiple levels above or below their current role. This is because by default, hierarchies are not used to limit potential next moves for an employee.

Enabling filtering on career leveling fields for seniority makes career discovery smoother, by eliminating the disjointed experience of showing immediate moves that seem too far beyond the worker's current role.

Additional considerations

In the existing Maintain Career Hub and Opportunity Marketplace task, on the Edit Explore Preferences tab, Workday delivers additional Career Path Builder Preferences configuration options.

When administrators select the Customized Career Path Builder Source Configuration option, new Hierarchy and Order attributes surface.

What do i need to do?

You might need to take additional steps to enable this feature based on your organization's subscription service agreement. To determine your subscription service agreement:

1. Select your profile avatar on Community.
2. Select Profile.
3. On your profile page, select your organization's name, which is beneath your name and next to your job title.
4. View your Subscription Service Agreement value.

If the value is:

- MSA, you must enable this feature through Innovation Services.
- UMSA, this feature is automatically available.

Community link

<https://doc.workday.com/release-notes/en-us/taladv/7790954.html>

Talent - Career path builder seniority filtering (cont.)

Additional considerations

Select the Hierarchy option to apply seniority constraints on job profile recommendations provided to workers. You can use Job Level or Management Level options to override the default option Default (ML Generated), which does not limit job profile results by levels.

If you opt into either the Job Level or Management Level options, you must specify the Order of the level to be ascending or descending, in accordance with your hierarchy direction.

When workers select the Skill or Skill Interests sources in the Career Path Builder, career steps shown will display job profile suggestions that are within 1 level above or below the worker's current role.

What do i need to do?

Workday secures access to the Maintain Career Hub and Opportunity Marketplace task to the Set Up: Career Hub and Opportunity Marketplace domain.

Access to Career Path Builder is secured to the Self-Service: Career Hub Job Profiles domain.

What happens if i do nothing?

N/A

Community link

<https://doc.workday.com/release-notes/en-us/taladv/7790954.html>

Workday 2024 release 2 automatically available features

2024R1	2024R2	Impact
<p>Before the 2024R2 update, the Career Path Builder in Workday might have suggested job profiles that were too far above or below a worker's current role, potentially leading to a disjointed career pathing experience.</p>	<p>This update allows administrators to customize job profile recommendations based on seniority. By setting constraints for Job Level or Management Level, administrators can prevent users from seeing career steps that are too far above or below their current role. This ensures a more relevant and tailored career pathing experience.</p>	<p>Y/N: No</p> <p>Impact description:</p> <p>Training materials may need to be updated.</p>

Effort 0.5 hours

Defect link Not applicable

Community link <https://doc.workday.com/release-notes/en-us/taladv/7790954.html>

Workday release 2 setup based features

Before Release

← Career Path Builder

Show Next Moves Based On:

- Skills
- Paths Taken by Others in My Role
- Skill Interests
- Skills

What is your current career focus?

Your choice will help us recommend skills for you to develop. You can always edit this later.

- Grow In Role**
Deepen your knowledge and expertise in your role
- Grow Beyond Role**
Stretch your potential in other roles and/or industries
- Open to Both**
You're not certain of how you want to grow just yet

Workday release 2 setup based features

After Release

The screenshot displays the Workday Career Path Builder interface. On the left, the 'Career Path Builder Preferences' panel is visible, containing the following settings:

- Career Path Builder Preferences:**
 - Default Career Path Builder Source Configuration
 - Customized Career Path Builder Source Configuration
- Career Path Builder Sources Enabled:** Paths Taken by Others in My Role
- Hierarchy:**
 - Default (ML Generated)
 - Job Level
 - Management Level
- Order:** Only applies when Job Level or Management Level is selected.
 - Ascending
 - Descending

The main interface shows a career path diagram with the following elements:

- Current Role:** Call Center Operator
- Next Move:** Senior Call Center Operator
- Statistical Insight:** 67% of people from Call Center Operator moved here
- Action:** [Add to Career Path](#)
- Navigation:** [Save Career Path](#) and [Cancel](#) buttons at the bottom.

Thank you