

1. Q: For Workday Kiosk: can you add office locations?
 - A. Geo-fencing capabilities will not be included specifically for time kiosk, however you can set geo-fencing up for Workday time tracking overall on the time entry templates. You may be able to add a comment stating which time kiosk the worker entered their check-in/outs, but I will need to confirm that.
 - i. I take back my comment about default comments, I do not think that's available at this time, however keep in mind that the Workday delivered Location and Cost Center worktags are available for time kiosks. However you CAN add a device name under settings.
2. Thank you for the information. Current we built a program in WD for employees to log in to state that they are working from the office or working from home. Was hoping the feature would have been good too.
 - A. For the time kiosks, you can include the Workday delivered worktags - Location and Cost Center - for the worker to choose from when checking in, but as of now those are the only 2 available worktags.
3. Q: Can you populate an org chart based on location? For example, seeing all the employees in Texas listed as an org chart?
 - A. If you have configured location hierarchies in your tenant, you will be able to view an Org Chart from the Location Hierarchy. There are viewing limitations if there are more than 500 members.
4. What is Total Rewards?
 - A. Total Rewards in Workday helps to display the combination of ALL compensation (base pay, benefits, and incentives, or allowances that your organization offers to workers. The Total Rewards statement displays for workers on their compensation tab on their worker profile.
5. For the All Payroll Authority Minimum Wages report, do we know how often updates will be published by Workday? There's usually a lot of changes in July and end of year.
 - A. My belief is that the Workday Payroll compliance groups keeps an eye out for all compliance changes. As soon as they are aware of a compliance change (of any type) through any of their notification channels you can confirm and test that change. You can monitor these changes via "Payroll Compliance Update Documentation" and/or through the Payroll Compliance Updates dashboard. I believe that changes in minimum wages would occur right along with all other compliance changes.
6. Does the Remove Invalid Time Off Entry only apply to holidays?
 - A. No - Workday will evaluate if the worker is no longer eligible for the time off and remove if they are no longer eligible. They will also evaluate if the worker no longer works on that date. So if you previously worked M-F and entered time off on a M, and then changed your schedule to T-Sa, then the new feature will remove that Monday date since you are no longer scheduled on that day.
7. How is this different from the Request One-Time Payment process?
 - A. Thank you for your question. The Request Payroll Input will allow, for example, a manager to enter a spot bonus for everyone on their team via the interface, versus entering a single worker at a time.

8. Does the remove invalid time off entry function impact the transfer plan balance step for an intl move?
 - A. No - this will not impact the transfer plan balance step as the time offs this new feature will impact will happen AFTER balance transfer.

9. Does the remove invalid Time off entry apply to job changes where there is also a change to a time off plan? For example job changes from hourly to salary that have different time off plans
 - A. It will impact all time offs requested after the change job where the worker is no longer eligible to the time off. Since all plans are set up with their own time offs (no time off plans can share time offs), then this would apply. This step is not meant as a tool to transfer balances, there is already a bp step available to maintain time off plan balance transfers.

10. Shot it in the dark here, is there a way to start re-directing people who click on the Pay Hub over to the new Benefits and Pay Hub. Or can we put some messaging on Pay Hub about its impending deprecation? We will leverage announcements on this change, but it would be nice to redirect automatically or via prompting in advance.
 - A. That is a great question - I did not find any indication that Workday intends to re-direct automatically and I am unable to update the Pay Worklet to add navigation verbiage. It's a great idea though! Thank you for the question.

11. Anything on this new Menu view? Such a drastic UI change impacting a lot of training materials. Hoping we can disable it.
 - A. If this is in relation to the new Onboarding experience, then yes, you can disable it via the "Home Page Settings" report.
There are no items added to main menu for new hires. "Onboarding Planner" can be added as a menu item for workers with access to the Set Up: Onboarding domain.

12. Can the payment elect be done as part of pre boarding?
 - A. Great question, Payment election is a task which can be performed only with Worker account. It cannot be performed on Candidate home page. Payment Election can be set up as part of Day 1 planner which can be accessed as soon as their workday account gets created. Part of pre-boarding we can only upload Video messages, Useful links (that can be accessed outside of Workday), Announcements and Content Cards to share where to go, who to meet and what to do on Day 1. Pre-boarding is a tool to create excitement with the candidates.

13. Is Workday Journeys being offered as a part of the Onboarding Planner?
 - A. Good question, unfortunately Journeys is not offered part of Onboarding planner. This is currently targeted for the 2025R2 release (Safe Harbor applies).

14. Can we download performance review for all active worker in mass?
 - A. Workday allows you to mass print Performance reviews. Here are the steps below:
 - i. To mass print employee reviews for multiple organizations:
 - ii. Access the Print Employee Reviews for Organization task.
 - iii. Select the Organizations and Review Template.
 - iv. You can view the running background process in the Process Monitor report.

15. Can we end a notification to the employee if future time offs are removed - letting them know they may need to resubmit until the new plan?
 - A. The new step does initiate the "Correct Time Off" bp, so you can add notifications to that bp for those instances. Workday has also included a new delivered report field: Initiating Business Process of Remove Invalid Time Off Entries Service – that can be used to trigger when a notification is sent out or if a step does/does not fire.
 - i. Workday does recommend that if you are already using this "Correct Time Off" bp to adjust it to auto-approve when initiated by the "Remove Invalid Time Off Entries" service step, otherwise the removal will go through any approval steps before removal is completed.

16. Can you please clarify what was mentioned about Workday Journeys?
 - A. Workday is introducing two new domains to separately secure configuring Journey condition rules and the "Preview Journey" option. The intent is to mitigate the risk of potentially exposing sensitive information to users who could preview a Journey and then make conclusions about the worker details based on what is displayed and configured in the condition rules. Any security groups that currently have permissions to the Manage: Journey Builders domain will automatically receive permissions to the two new domains so access is not interrupted.
 - i. The second mention was that Journeys is not currently available to embed within an Onboarding Plan.