

2024 R2 Release Sign Off

WORKDAY 2024 R2 RELEASE

Let’s get you ready to understand and enable the features and functionality that will be available in your next Workday Feature Release.

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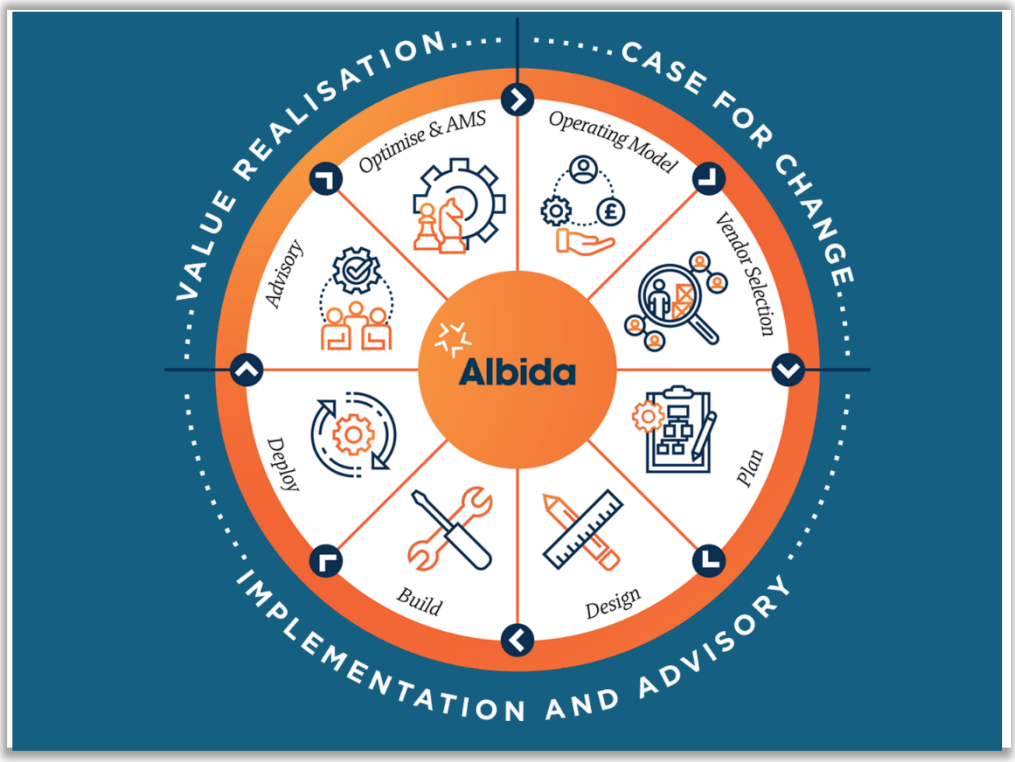
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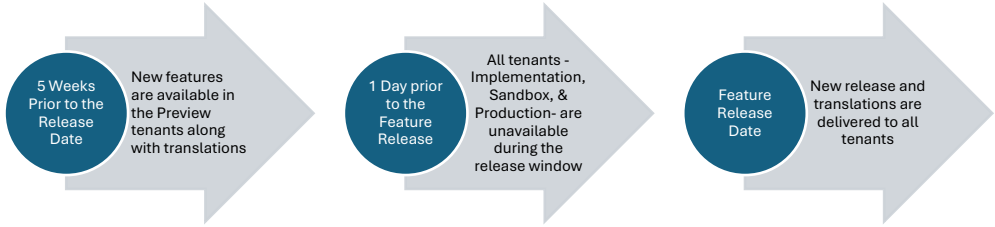
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VALUE REALISATION
CASE FOR CHANGE
IMPLEMENTATION AND ADVISORY
Albida
Optimise & AMS
Operating Model
Vendor Selection
Plan
Design
Build
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Advisory

General Feature Release Information

Important Dates

As per Workday's feature release timelines, this will take place bi-annually. Although subject to change, this typically takes place during the months of March and September, respectively. It is important for customers using Workday to be prepared for these releases and thus the following timelines are important to note in your calendars:



Keeping Up with Feature Releases

To get the full value of your Workday tenant, it's important to stay up to date with the what, how and why of new features. Understanding the changes may help you enable business needs that were previously unavailable to you on Workday. Here are some of the places where you can stay up to date with the changes:

Release Center

This is a central place where all information related to upcoming releases resides.

Feature Release Schedule

Review the upcoming dates for each feature release and incorporate them into your planning process:

Feature release name	Start of release preparation window	Feature release delivery
Workday 2024 Release 2	17 August 2024	21 September 2024
Workday 2025 Release 1	8 February 2025	15 March 2025
Workday 2025 release 2	16 August 2025	20 September 2025

For more information for the upcoming release visit the customer preparation timeline

Feature Release Overviews

Workday provides recorded strategy presentations covering what's in scope for the next Feature Release and the current vision for future Feature Releases. These are available on Workday Community.

What's New Videos

Workday's product management makes these videos available to describe new features targeted for Feature Release

Workday Documentation

Workday publishes documentation to walk you through deployment and configuration for each new release.

Announcing of Next Feature Release

An overview of the features and functionality that is expected to be delivered in the next Feature Release, as well as information on Workday technical requirements can be found on Workday Community

What's New in Workday

By simply searching for the report "What's New in Workday" in your tenant, you will have a view of new features and whether they are auto available or require setup.

Important to Note

Automatically Available Features

This means that the feature will be automatically included in the release and customers should ensure that necessary training material has been updated.

Features to be Configured

This means that the feature -although available- requires configuration for it to be used in the tenant. Customers should ensure that necessary training material has been updated.

Albida

As a Workday Partner, we are well versed in the features and functionality available on your Workday tenant. Our role is to ensure that you can realise the value of your tenant and help impact your business in a positive way.

R2 2024 Workday HCM Core

R2 2024 Automatically Available Features

Feature	Description
Job Profile Skill Suggestions	We have improved skill suggestions for job profiles by updating the APIs that generate these suggestions. This enhancement also improves the process of adding skills to job profiles by increasing the quality of the suggestions.
Security for Personal Information Items	A more consistent experience when securing Personal Information items and prevents unintended access to data.
Improved Performance for Import Web Services	Updated layout of Enterprise Interface Builder (EIB) spreadsheets for mass loading data for several Import web services related to: • Contact Information • Personal Information
Effective Dating Enhancements for Job Profile	Effective dating added to fields that weren't previously available. Enabling you to make planned changes and report more easily on those changes over time.
Manage Job Profile Business Process Reporting	We have added more report fields for the Manage Job Profile business process, which can be used in custom reports. Only users in unconstrained security groups can view the details of the reporting fields secured to this domain.
Change Job New User Experience for Workflow Steps	Streamlined experience for users throughout the Change Job workflow.
Enhancements to Change Job New User Experience	For change job templates using the simplified user interface, this feature delivers a more consistent experience and provides greater flexibility and guidance for job changes.
Job Profile User Interface	Improves the user experience for maintaining job profiles, making it easier for you to add all required data by grouping fields in a more logical order, emphasizing skills, and displaying reference information in one location
Hire Employee Additional Information and Redesign	Redesigned the Search for Person and Search Results interfaces on the Hire Employee task by adding new fields to the search criteria and grouping fields into new sections. We also now display Pre-Hire information, and previous role information for terminated workers in your search results
Security for Worker ID (REST) and Employee ID Report Fields	This feature provides you with more granularity and consistency when configuring which users have access to view an ID for a worker.
Consolidated Hire Business Process	This consolidated experience streamlines the hiring process and increases efficiency by reducing manual effort. It also allows you to add payment elections for a worker during the hiring process, reducing administrative workload and the likelihood of payment delays.
Manage Data via Web Services	With 2024R2, we enhance our web services so that only managers or other users with access to the worker's position can manage data for workers.
Job Profile Web Services	Workday introduces a new Submit Job Profile web service as an initiating action within the Manage Job Profile business process. You can configure which security groups have access to this web service through the business process security policy for Manage Job Profile. This new web service allows you to create or edit job profiles in bulk, streamlining the Manage Job Profile business process.
Effective Dating for Service Dates	Workday updates the Edit Service Dates web service to support the new Effective Date field.
Configurable Address Components	With this release, we enable you to configure auto filled address data in the Maintain Address Components by Country task, and we deliver a default mapping of vendor address components by country.

R2 2024 Features to be Configured

Feature	Description
Global Address Validation	Workday now offers real-time address validation upon entry. If an address is not recognized by an official postal agency, you will receive an alert.
Change Job Templates New User Experience for Initiating Actions and Multiple Reasons	We provide a simplified user interface for all initiating actions and the flexibility to select multiple reasons for a template. This feature ensures a consistent change job experience for users and allows you to configure change job templates to meet your organization's specific needs. By enabling multiple reasons, we also eliminate the need for duplicate templates.
Manager Insights Hub	Workday enhances the Manager Insights Hub. You can now configure the Hub to tailor content specifically for your organization, helping managers focus on what requires their attention.
Address Lookup	Workday has enhanced address lookup by allowing you to enter just a few characters of an address. You will then receive a suggested list of addresses to choose from.
Payment Elections on Hire	Workday enables you to configure the Hire business process to include a payment elections subprocess. This will reduce administrative workload and the likelihood of payment delays.
Job Description Generation on Job Requisitions	With this release, Workday delivers Job Description Generation on Job Requisitions, enabling you to swiftly create job descriptions using generative artificial intelligence
Configurable Fields for Personal Information	Workday has enhanced Configurable Fields for Personal Information by enabling active consent, facilitating mass data setup, and supporting employee data collection through web services

R2 2024 Workday HCM Recruiting

R2 2024 Automatically Available Features

Feature	Description
Employment Search	We now enable you to search for an employment using a worker's first name, last name, middle name, secondary last name, job profile name, position ID, or position title throughout Workday, such as in Employment prompts.
Job Description Generation on Job Requisitions	With this release, Workday delivers Job Description Generation on Job Requisitions, enabling you to quickly create job descriptions using generative artificial intelligence. Workday uses the these data points to generate job descriptions: Job Posting Title Company Name Skills Job Description Generation on Job Requisitions is supported in these languages: English (Canada) English (United Kingdom) English (United States) French (Canada) French (France) German (Germany) German (Switzerland) Japanese (Japan) Korea (Korea) Spanish (Neutral) Note: You might need to take additional steps to enable this feature depending on your organization's subscription service agreement. For more information, see this article on Community: https://community.workday.com/node/1177299

R2 2024 Features to be Configured

Feature	Description
NA	

R2 2024 HCM Talent Optimisation

R2 2024 Automatically Available Features

Feature	Description
Suggested Skills for Workers	Workday improves its methodology for generating skill suggestions to workers by leveraging explicit skill data to supplement existing machine learning-generated skill suggestions.
Flex Teams User Experience	Modified Flex Teams report and the flex team member feedback user experiences.
Career Hub Explore and Career Path Builder Skills and Skill Interests Matching	Improved skills and skill interests matching results in Career Hub Explore and the Career Path Builder.

R2 2024 Features to be Configured

Feature	Description
Skill Assessments	Workday now supports structured skill assessments by enabling assessors to rate worker profile skills, job profile skills, and other skills for workers.
Flex Teams Performance Improvements	Performance improvements to the Manage Team page, with a focus on the recommended candidates and skills interest filter. Note: You might need to take additional steps to enable this feature depending on your organization's subscription service agreement. For more information, see this article on Community.
Development Item Experience in Career Hub with Suggestions	We deliver a new development item user experience in Career Hub. Note: You might need to take additional steps to enable this feature depending on your organization's subscription service agreement. For more information, see this article on Community.
Development Items, Skills, and Mobile	Enable users to add skills to their development items. Additionally, we make development items available for the Workday native app on Android, iPad, and iPhone. Note: You might need to take additional steps to enable this feature depending on your organization's subscription service agreement. For more information, see this article on Community.
Career Path Builder Seniority Filtering	Improvements to the quality of suggested job profiles in the Career Path Builder. Note: You might need to take additional steps to enable this feature depending on your organization's subscription service agreement. For more information, see this article on Community.
Development Items on Workers REST API	We update the Workers API in the Performance Enablement v5 REST web service, enabling users to retrieve and delete development items for themselves and, with applicable permissions, for others.

R2 2024 HCM Performance Management

R2 2024 Automatically Available Features

Feature	Description
Goals User Experience Redesign for Mobile	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.
Feedback Received User Experience in Manager Insights Hub	Enhance the manager feedback received experience in Manager Insights Hub. We provide a new user interface to view requested feedback and anytime given feedback by enabling the card format. We improve the look and navigation of feedback received.
Feedback User Experience Responsive Design	Enhance the visual appeal of the feedback user experience with a dynamic presentation.
Organizational Goals Configuration	Can configure whether you want to display or hide your organizational goal descriptions using the Maintain Goal Setup task.
Employee Reviews Started Field on View Employee Review Template Report	When viewing an employee review template using the View Employee Review Template report, we replace the drill-down in the Employee Reviews Started field to display a count of the number of reviews that use the template.
Calibration Performance Improvements	Updated the All Workers filter on the Indexed in Progress Worker Calibration Placements report data source.

R2 2024 Features to be Configured

Feature	Description
Goals User Experience Redesign Multi-Management of Goals	We continue 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.

R2 2024 Workday HCM Learning

R2 2024 Automatically Available Features

Feature	Description
Enforce Lesson Sequence in a Course	With this release, Workday allows you to enforce a lesson order within a course, ensuring that learners complete the required lessons in the designated sequence.
Learning Assignments Visible on Learning Content	With this release, Workday enhances visibility of Learning Assignments by adding a new Assignments tab on the Administrator view of Learning Content. Similar to how the Enrollments tab works today, you can now see all assignments that relate to the learning content. We also deliver a new Find Learning Assignments report, accessible from the Assignments tab, which allows you to search for assignments using additional criteria.
Program Completion Logic	With this release, Workday updates the program completion logic for new program enrollments where Recognize Previous Completions is selected on all required content items. Now, if a learner has previously completed all required content items, the program automatically completes upon their enrollment and the Completion Date is set to the moment the learner completed the last item in the program, rather than the date of enrollment. This update applies only to new learning program enrollments. Workday doesn't modify completion records for existing programs.
Learning Assignments Security Update	With this release, Workday constrains the Learning Assignment object to allow for the use of role-based constrained security groups. This provides organizations the flexibility to allow role-based constrained security groups access to view and report on Learning Assignment data for the learners they support.
Learning Assignments Reporting	Workday delivers a new My Team's Learning Assignments standard report to help managers track the learning content assigned to their teams.
Multiple Assessors for Enrollments	We now enable you to assign multiple assessors to a single learning enrollment or enable assessors to assign themselves to a learner.

R2 2024 Features to be Configured

Feature	Description
Skills Import for Udemy	With this release, we enable you to import Udemy skills into Workday. Leveraging machine learning, Workday automatically normalizes vendor-defined skills into Workday Skills Cloud skills or maintained skills and applies them to imported content.
Virtual Classroom Integration with Zoom	With Workday 2024R2, we integrate Workday Learning with Zoom to enable you to automatically create Zoom meeting links when scheduling virtual classroom lessons in course offerings.
Internal Learning Assessor Management	With this release, we make it easier to manage internal learning assessors by adding a new business process.

R2 2024 Workday HCM Payroll

R2 2024 Automatically Available Features

Feature	Description
My Tasks Notifications for Event-Driven Integration for Third-Party Payroll Integration Service	Workday improved layout of My Task notifications for the Event-Driven Integration for Third-Party Payroll Integration Service. To improve any error handling, Workday displays the HTML error code in notifications when applicable.

R2 2024 Features to be Configured

Feature	Description
Global Payroll Connect Inbound Notifications REST API	As part of Global Payroll Connect, Workday delivers a REST API that enables your third-party payroll system to send inbound notifications to Workday. With the new REST API, you can notify specific workers or organization recipients in Workday with custom messages, such as links that users can copy or errors that they need to fix in the third-party payroll system.
Data Changes on Demand REST API	As part of Global Payroll Connect, Workday delivers a REST API that enables you to make flexible requests for payroll interface pay groups on demand from Workday to your third-party payroll systems. A new Data Changes on Demand integration is delivered, which uses the new Effective Changes API in the Global Payroll v1 REST web service for: • Full pay groups or specific workers • Full data sections or specific data fields
Third-Party Payroll Event Outbound Notifications	As part of Global Payroll Connect, Workday enables you to set up outbound notifications from Workday to third-party payroll systems after hire and termination transaction events occur, by using a new Event Outbound Notifications integration.
Callback for External Payroll	Workday enables you to send a callback message to your external payroll vendor when Workday completes an import of data from external payroll documents or external payroll results. This feature helps you save time by streamlining the process of importing external payroll data into Workday.
Worker Effective Change Interface Integration	Workday continues to improve the Worker Effective Change Interface (WECI) integration functionality. When there are multiple addresses in the **Personal Communication** and **Related Persons Communication** data sections, you can see which address is primary.
Integration Command Center Dashboard	Workday enhances the Integration Command Center (ICC) dashboard. ICC enables you to automate and control data extraction and transfer to external systems for prioritized transaction types. Workday now secures the **Manage Payroll Interface Integration Command Center Data Queue** task to the new *Manage: Payroll Interface Integration Command Center Data Queue* domain, instead of to the *Set Up: Payroll Interface* domain. You can use the new domain to enable specific users to view, prioritize, or remove data queue items.
Global Payroll Hub	With this release, Workday improves the payroll experience for multiple countries by reducing the time and effort to log into multiple third-party payroll systems to get information about payroll processing and perform time sensitive actions. As part of Global Payroll Connect, Workday delivers the Global Payroll Hub (GPH), providing you with a centralized view of payroll where you can view and take action on real-time, vendor-provided payroll data for multiple third-party systems in 1 place.
Additional Payroll Data	With this release, Workday delivers a new Additional Payroll Data external payroll feature. You can use this feature to enable these users to enter and update country-specific data hosted by external payroll vendors in Workday: • Payroll administrators. • Workers using employee self-service (ESS). This external payroll feature helps improve efficiency for managing additional payroll data by reducing manual efforts for payroll administrators.
Payroll Effective Change Interface Integration	Workday continues to improve the Payroll Effective Change Interface (PECI) integration functionality. • **Primary** Field Attribute added for **Addresses** • **Worktag** Field Attribute added for **Time Off Earnings and Deductions** • **Annualization Factor** field attribute added to the **Compensation Plans/Salary and Hourly Plan** data section, and the **Period Salary Plan** data section added in PECI. • **Worker Status** Data Section **- Creditable Service** field attributes subsection added • **Retirement Special Population**, **Employment System**, and **Federal Employer Identification Number** field attributes added to the **Position** data section • **Personal Data and Personal Data by Country Sections - Additional Military Service** field attributes subsection added

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R2 2024 Workday Benefits

R2 2024 Automatically Available Features

Feature	Description
Benefit Elections User Experience Redesign	We transition the Benefit enrollment landing page and Current Elections summary to the card framework workers' view of their benefit elections.
Benefis Worklet on Mobile	We plan to retire the Benefits worklet on: • Android • iPad • iPhone

R2 2024 Features to be Configured

Feature	Description
Benefits Messaging	We deliver a new Send Benefits Messages task and an enhanced Send Open Enrollment Reminders task. These tasks leverage Workday Notification Designer, and enable you to send workers emails, SMS, and push notifications related to their benefits and open enrollment. Note: SMS is only available in the United States, Canada, and the United Kingdom.
Benefit Credit Offsets for Unused Plan Credits	Workday enables you to set up offsets from unused plan credits, which lets employees use leftover plan credits to reduce costs associated with their benefit elections during an enrollment event.
Cloud Connect for Benefits: Benefits Connector V2	Workday delivers Benefits Connector V2, a generic Cloud Connect for Benefits (CCB) outbound integration.
Benefit Program Communication - Wallet	Workday will deliver the ability to target program cards to workers that consolidate benefits information an employee might need on the go.
Open Enrollment Journey Enhancements	We enhance the Open Enrollment Journey template with a new task option. Note: Journeys is a separate product (SKU) that requires a separate license.
Worker Wellbeing Profile and Program Cards	We expand Worker Wellbeing so that you can tag benefit program cards with interests that you have configured. Workers can select the interests from their Wellness Interest Profile to view customized content.

R2 2024 Workday HCM Compensation

R2 2024 Automatically Available Features

Feature	Description
Rating and Class Factors for Collective Agreement	You can now include collective agreement class and rating fields when you model your compensation basis allocation.
Collective Agreements in Job Requisition	Workday updates Compensation report fields to support collective agreements in the Job Requisition business process.
Amount and Assigned Fields in Compensation	We remove the Assigned field from Compensation business processes and update the Amount field functionality for MBT workers.
Compensation Security Enhancements	For the 24R2 release, we further enhance the security on several of our Compensation web services to support contextual security configurations.
MBT Only: Calculated Plan Assignment Updates (DO NOT USE)	We now plan to retire Calculated Plan Assignment Updates - MBT Only (DO NOT USE) mass operation type.
Compensation Plan Assignment Snapshot Fields	We now plan to retire All fields on the Compensation Plan Assignment Snapshot business object
Snapshot of Salary Period Plan Assignment Fields	We now plan to retire All fields on the Salary Period Plan Assignment Snapshot business object

R2 2024 Features to be Configured

Feature	Description
Step Progression Date Override	With this release, we enable you to override a worker's Workday-calculated next step progression target date with a future date of your choosing.
Segmented Security for Non-Funded Plans	Workday 2024R2 makes it easier to secure non-funded compensation plans.
Update Stock Grant Scalability	Workday 2024R2 makes it easier and faster to process large numbers of stock grants without having to use web services.
Improve the Manager Experience for Change Job	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. We make 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. We also enable you to use machine learning to provide recommendations for the Compensation Plan field when adding a new assignment for a worker. Note: You might need to take additional steps to enable the machine learning feature depending on your organization's subscription service agreement. For more information, see this article on Community. Finally, Workday provides the capability to customize compensation changes within Change Job. We deliver compensation change templates that allow for the display of specified sections and fields within each section.
Data Entry Check for Request One-Time Payment	Workday 2024R2 increases the accuracy and reliability of manually entered numeric compensation review data.
Rounding Options for FTE Proration	Workday 2024R2 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.
Percent-Based Commission Plans	Workday 2024R2 makes it easier to meet global business needs with percent-based commission plans. Note: You can't include percent-based commission plans in a compensation review process.
Manager Insights Hub	With this release, Workday enhances Manager Insights Hub. You can now configure the Hub to tailor content for your organization, helping managers focus on what requires their attention. We also enable the hub for additional solutions and functional areas within Core HCM, including Staffing, Core Compensation, and Time Off and Leave. This is in addition to the existing functionality within Talent Optimization and Peakon.

R2 2024 Workday HCM Advanced Compensation

R2 2024 Automatically Available Features

Feature	Description
Data Entry Check in Compensation Review	In Workday 2024R2, we increase the accuracy and reliability of manually entered numeric compensation review data.
Total Value Matrix Web Services	Workday 2024R2 extends Total Value Compensation Matrix functionality, delivered with 2024R1, with new columns for the Get and Put Compensation Matrices web services.
Validation Rules for Custom Calculations	Workday 2024R2 makes custom calculations more consistent and reliable. We enable validation rules when editing custom calculation fields during compensation reviews.
Compensation Review Participation Rule Framework and Report	We now plan to retire The Compensation Review Participation Rule framework and the View Compensation Review Participation Rule (Do Not Use) report

R2 2024 Features to be Configured

Feature	Description
NA	

R2 2024 Workday HCM Time & Attendance

R2 2024 Automatically Available Features

Feature	Description
Absence Calendar Experience	Workday delivers a new simplified absence request experience that enables workers to quickly create and view requests for time off and leave of absence in a unified task, on both desktop and mobile.
Effective Dating and Enhanced Validation on Scheduling Criteria for Front-Loaded Accruals	Workday continues to support effective dating on service dates in Absence by delivering additional instance value calculations and validation on scheduling criteria for front-loaded accruals.
Absence Reporting on Time Off Entry and Time Off Event Business Objects	With this release, we deliver new report fields for absence reporting on the Time Off Entry and Time Off Event business objects that you can use in custom reports.

R2 2024 Features to be Configured

Feature	Description
Leave Units Proration Based on Percentage	Workday enables you to configure leave types to prorate leave units taken for workers when they request leave of absence, based on the leave percentage that they enter on the request.
Cancel Time Off	When a worker entered multiple time off requests on the same day and edited or cancelled them, Workday: • Returned an error when they selected Cancel or Remove Day on the Edit Absence task. • Didn't enable them to cancel a time off request on the Manage Absence task.
Manage Absence Task	When you selected an absence request on the Manage Absence task, we incorrectly returned a Submitted status.
Effective Date Support for Midweek Changes in Time Calculations	With this release, Workday supports midweek changes in worker eligibility, providing you the option to evaluate worker eligibility for time calculations daily, rather than applying end of the week eligibility.
Bulk Prorate Accruals	Workday enables you to configure your staffing business processes to automatically bulk prorate accruals for workers in response to job and collective agreement changes.
Accrual Expiration	With the introduction of Accrual Expiration, you have the ability to configure expiration on accruals so that time off can expire relative to the date that it was accrued.
No Shows	We give organizations the ability to assign an attendance status and points to workers who don't show up for their scheduled shift.
Buy Time Off	With 2024R2, Workday delivers the ability to configure time offs that can be purchased so that workers can buy time off.
Connected Experience: Daily Time Exceptions for Managers	With this release, we continue to enhance the Connected Experience: Daily Time Exceptions feature by now enabling managers to: • View additional time exceptions for workers who haven't checked out. • Add clock events on behalf of workers.
Leave Balance Deduction Override	With this release, we enable you to configure leave types to allow workers to take twice the amount of leave by deducting from a leave balance at half the rate.
Enter Time by Period	With this release, we enable workers and managers to use the period calendar as their primary time entry method. We now also enable you to include scheduling data on the calendar and display information such as holiday events and period indicators.
Automatically Submit Time	With Workday 2024R2, we enable you to easily create schedules to automatically submit time.
Pay Status Code on Absence Type Code Mapping	With this release, we enable you to create and maintain pay status codes as part of the Maintain Absence Type Code Mapping task. Time offs or leave types configured with the unit of hours can be mapped to a defined pay status code. Pay Status refers to an employee's pay status in the US Federal civilian workforce and an employee's status under the Uniformed Services Employment and Reemployment Rights Act (USERRA).
Published Scheduled Hours for Calendar Day Calculation	Workday enables you to get the total published scheduled hours for your workers for a specific day and use the results in calculations.
Web services of Accrual, Time Off and Leave	We now plan to retire these Web services: • AddUpdate Absence Balances • AddUpdate Accruals • AddUpdate Balance Periods • AddUpdate Leave of Absence Family • AddUpdate Lookup Table Setups • AddUpdate Time Off Plans

	• AddUpdate Time Off Type • AddUpdate Time Offs • GetAll Absence Balances • GetAll Accruals • GetAll Balance Periods • GetAll Leave of Absence Families • GetAll Lookup Table Setups • GetAll Time Off Plans • GetAll Time Off Types • GetAll Time Offs
Time Off Taken in Date Range RDS	We now plan to retire Time Off Taken in Date Range (Do Not Use) report data source (RDS).
Manager Insights Hub	With this release, Workday enhances Manager Insights Hub. You can now configure the Hub to tailor content for your organization, helping managers focus on what requires their attention. We also enable the hub for additional solutions and functional areas within Core HCM, including Staffing, Core Compensation, and Time Off and Leave. This is in addition to the existing functionality within Talent Optimization and Peakon.

R2 2024 Workday Integrations

R2 2024 Automatically Available Features

Feature	Description
Workday Query Language Support for Do Not Use Report Fields	You can still use WQL queries that have Do Not Use report fields until we retire them, providing more flexibility over how you programmatically export Workday data.
Core Connector: Payroll Check Printing Integration	To help ensure authorized access for documents, Workday now secures the Core Connector: Payroll Check Printing (Enhanced Performance) integration template to the Domain Process: Payroll Settlement domain in addition to its existing domains.
Purge Pre-Hire Data	Workday enables you to purge data for Pre-Hires who don't have a candidate, student, or worker record in Workday. This update enables you to clean up a large volume of extraneous data and helps your organization to maintain compliance with data protection and General Data Protection Regulation (GDPR) requirements.
Ceridian Check Print Service Integration	To help ensure authorized access for documents, we now secure the *WPN - Ceridian Check Printing* integration template to the *Domain Process: Payroll Settlement* domain in addition to its existing domains.
Bank Account Transfer for Settlement Functionality	Workday enhances bank account transfer for settlement functionality to provide beneficiary company bank address and tax id now accurately in payment files. This enhancement provides additional data that you may require for bank account transfer for settlement wire and other electronic payments
Handle Import Processing Errors Header for Web Services	Workday delivers a new x-handle-import-process-errors HTTP header for Import web services. This header enables Import web services to handle processing exceptions – including exceptions related to custom validations.
HMRC RTI Special Characters	Workday now enables you to submit accented or special characters, in a worker's address, in a Full Payment Submission (FPS) file to HMRC. This saves you time instead of having to manually amend any special characters and reduces the chance of HMRC rejecting your submission.
Business Objects on the Data Sources REST API	Workday updates the Data Sources API in the Workday Query Language v1 REST web service to now return primary and related business objects associated with the data sources and fields, respectively.
Get Taxable Document for Tax Calculation Web Service	Workday updates the Get Taxable Document for Tax Calculation web service with new fields to support third party tax calculation enhancements.
Cancel Business Process Event REST API	This feature enables you to easily cancel business processes in your tenant and provides you with greater flexibility to ensure your Workday tenant is configured to meet your business needs.
Custom Objects REST API	Workday updates the Custom Objects v2 REST service, enabling you to submit the Custom Object REST APIs in validate-only mode.

R2 2024 Features to be Configured

Feature	Description
Organization Goals Web Services Label Change	Workday renames the **Supports Reference** field to **Organization Alignment Reference** in the *Get Organization Goals* and *Put Organization Goals* web services.

Payroll Partner Payment Outbound Integration	Workday added a new Payroll Partner Payment Outbound integration template, which enables you to share historical payroll data more easily about employment verification, unemployment claims, and tax credits with your third-party payroll vendor.
New Fields in UBL 2.1 Electronic Invoice Connector	Workday delivers and exposes some optional fields that you can configure on the UBL 2.1 Electronic Invoice Connector to extract additional customer invoice details in the output file.
Flex Teams Web Services	Workday delivers and makes multiple flex teams web services public. These web services support creating, editing, retrieving, and importing both advanced and simple flex teams attributes.
Supplier Sales Order Number and Shipping Method for Purchase Order Processing with EDI 850	Workday enables you to issue purchase orders with supplier sales order numbers if you have procedure information enabled when using EDI 850 to reduce work for bill-only and consignment orders. You can now also include the shipping method when issuing purchase orders with EDI 850 to ensure rush orders are processed correctly.
Reopen Cases on Cases REST API	Workday updates the Cases API in the Help Case v3 REST web service to support reopening of resolved Help cases.
Requisition Templates REST API	Workday updates the **Requisition Templates REST API** in the new **Procurement v5 REST** Web Service: • Replaces the existing company field with a new companies field that can return multiples. • Delivers a new worktags field that returns templates worktags.
REST API for Student Holds	Workday now enables you to remove and override student holds using REST API.
Development Items on Workers REST API	Workday updates the Workers API in the Performance Enablement v5 REST web service, enabling users to retrieve and delete development items for themselves and, with applicable permissions, for others.

R2 2024 Workday Reporting

R2 2024 Automatically Available Features

Feature	Description
Maintain Report Usage for Saved Filters	Report administrators can use the Manage Report Usage task to remove saved filters owned by active users on a report
Mass Edit Reference IDs of Report Tags	We have enhanced the Maintain Reference IDs task, allowing users to bulk edit reference IDs for Report Tags
Facet Configuration View and Edit Functionality	We have improved the functionality of facet configurations by expanding the view and edit capabilities to include additional personas beyond just the facet configuration owner
Report Tag Description and Reference ID	With this release, users can now add descriptions to report tags, making it easier to identify their purpose. Additionally, users can edit the Reference ID of a report tag directly in the UI
Calculated Fields, Analytics & Reporting	Workday enhances your control over data display by allowing you to remove or replace special characters and delimiters in text fields
Composite Reports	**Freeze Report Columns** - easier for end users to view tabular data on reports by enabling them to freeze columns of their choosing **Maintain Reference IDs** - more control over the Maintain Reference IDs task and enables them to maintain the reference IDs for outline structures and report tags **Composite Report Performance** - enables composite reports with multiple complex outline structures to run more smoothly and be less likely to fail due to its size **Bulk Duplicate Composite Columns and Rows** - enabling you to duplicate columns and rows in bulk **Mass Create Composite Report Rows** - enabling you to create lookup data rows in bulk **Calculation Expression Builder for Composite Cells** - authoring experience by enabling you to configure formulas and nested functions on cells **Schedule Live Composite Reports** - more flexibility in how you view data for large composite reports by enabling you to schedule them to run in the background **Composite Report User Interface** - centralizing the creation of cells.

R2 2024 Features to be Configured

Feature	Description
NA	

R2 2024 Workday Worksheets

R2 2024 Automatically Available Features

Feature	Description
Worksheets Public and Private Filters	Workday has added a new Filter option in the navigation panel. You can now create public filters, which apply to everyone with access to the workbook, and private filters, which only affect your own view of the workbook and do not impact others.
Worksheets Expanded Sharing Options for Security	You can now share workbooks with more granularity, specifying whether the user can copy, download/print, or share the workbook
Worksheets Global Prompts for Live Data	If your workbook contains multiple live data sets, you no longer need to manage each one individually. Worksheets now offer a global prompt that you can set up and map to all live data sets in the workbook, provided they use similar prompts.

R2 2024 Features to be Configured

Feature	Description
Worksheets GenAI Formula Writer and Explainer	You can now use the new Worksheets GenAI Formula Writer and Explainer to create a formula based on your description, which you can then insert into your workbook. Additionally, you can ask the GenAI Formula Writer and Explainer to clarify a specific formula within the context of your workbook.

R2 2024 Workday Discovery Boards

R2 2024 Automatically Available Features

Feature	Description
Multi-instance and Instance Fields in Discovery Boards	Workday now allows you to use Multi Instance fields from your Prism Data Source and have also improved how you select filter values for Prism instance fields.
Measure Formats for Discovery Boards	Workday has introduced more formatting options for currency and number fields.
KPI Viz Display	Discovery boards now have comparison period details available to them on a viz, which takes away the need for using the took tip for the details
Median and Percentile Summarizations in Discovery Boards	If your Discovery uses Workday Delivered Data Source, you now can enable median and percentile values in your vizzes helping you analyse and visualize your metrics better
Support Additional Languages on Discovery Boards	Discovery Boards now have 3 additional languages (French Canadian, Japanese, Korean) which enhances the experience for users in different locale.
Viz Options for KPI	KPI Viz options have been moved to the configuration panel, this supports the user to edit their display options for Vizzes in one place.
Reference Lines in Discovery Boards	You can now add static or dynamic reference lines to your Vizzes (Bar, Line, and area).
Data Labels for Matrix Charts in Discovery Boards	Discovery boards now allow you to view data labels on Matrix charts which helps in reducing the number of times you would have to export data to view the labels

R2 2024 Workday Journeys

R2 2024 Automatically Available Features

Feature	Description
Enhancements to Journey Category Type User Experience	A Maintain Journey Category Types task is delivered to enable you to map your existing Unassigned categories to specific Workday-delivered category types. This guides the administrators to use the journey categories effectively by mapping the best use cases for their journey recipients. This update also improves the user experience with a new look and feel for viewing and interacting with journey categories.

R2 2024 Features to be Configured

Feature	Description
Open Enrollment Journey Enhancements	The Employee Benefits Open Enrollment Selection is added as a task you can enable as a step in Open Enrollment Journeys. As your employees complete your configured Open Enrollment Journey, they'll now be able to access this task as a part of that Journey. This feature enables your employees to complete their open enrollment through the Journeys workflow, providing a more streamlined open enrollment experience.

R2 2024 Workday Help

R2 2024 Automatically Available Features

Feature	Description
Help Center in Workday Mobile	A new Find Answers section is added to the Help Center on the Workday Mobile application, enabling you to browse and view Help articles from your mobile device. The View Case task and Help Center user interface on the Workday mobile application to match the user interface on desktop. This promotes case deflection by making it easier for employees to find answers to their questions from their mobile devices.
Help Notification Types for Case Management	Consolidate existing Help notification types for Case Management and add new Help notification types for Case Management in the Edit Tenant Setup - Notifications task. Makes it easier for you to organize your notifications for case owners, case solvers and case collaborators.
Case Management - Miscellaneous Enhancements	In the Help Case workspace, now there are display case IDs for each case and the ability to filter to display case types alphabetically. These enhancements enable you to find case IDs and update case statuses more quickly, improving efficiency and the user experience for case solvers.

R2 2024 Features to be Configured

Feature	Description
Article Summarization with AI (Artificial Intelligence)	Workday now enables you to upload DOCX and PDF files and use generative AI to summarize the content, organize the content into FAQs, organize the content into talking points for managers. This feature enables content authors to create articles more efficiently in their Knowledge Management library.
Case Owners Can Reopen Cases	You can now provide case owners in your organization the option to reopen their resolved cases from the Workday Help Center if they're dissatisfied with the resolution. This feature reduces the amount of time that it takes to receive assistance and eliminates frustration by enabling them to reopen resolved cases.
Article Translation with AI	You can now utilize generative AI to translate article content into a different language. This feature enables you to reduce the time and effort that it takes to manually translate articles, making the process more efficient.
Case Satisfaction Surveys	You can now configure satisfaction surveys for Help cases so that employees can provide feedback on their experience. This feature allows you to collect and analyse employee satisfaction metrics.
Case Validations	You can now create custom validations to require case solvers to complete designated fields before resolving a case. Case validations ensure that case solvers enter the necessary information to successfully resolve a case. This will improve the quality of data that case solvers enter when resolving cases, enhances the experience for case owners, and allows you to monitor the service delivery.

R2 2024 Workday Mobile

R2 2024 Automatically Available Features

Feature	Description
Goals User Experience Redesign for Mobile	You can now access the card framework included in the Goals Redesign User Interface feature from your mobile device.
Jobs Hub for Mobile	Jobs Hub is now delivered in the Workday Mobile experience, enabling employees on mobile to manage and maintain the status of the internal job applications, access the Browse Jobs report to search for available jobs. We recommend that you use the Jobs Hub worklet to replace the Career worklet.

R2 2024 Workday HCM Functional areas without any changes

Workday HCM Scheduling

Workday Peakon Employee Voice