

Guide

Why Workday for Life Sciences?

A competitive advantage for managing talent,
operations, and today's challenges.



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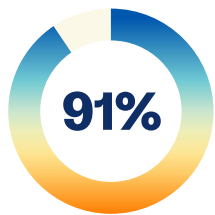
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Introduction.

Today's life sciences organizations lead in human-centered, global innovation but they also face many unique pressures.

The industry is already known for stringent demands from consumers, governments, and internal stakeholders—and when saddled with older technologies, life sciences organizations often find that innovation becomes more difficult and costly, impacting their product share and ability to attract, cultivate, and retain top talent.

This guide highlights how Workday takes life sciences companies forward, with a focus on the key stakeholders within the organization who take on significant responsibility in times of change.



91% of Fortune 500 life sciences organizations use Workday

New challenges across life sciences sectors.

Like those in many other industries, life sciences companies face constant hurdles, such as:



Pressure to plan and forecast: With workforce changes and economic volatility, companies struggle to map their business strategies to available talent and remove challenges to business performance.



Scarcity of talent: As highly skilled talent pools shrink, the ability to attract and retain the best workforce becomes challenging and impacts the bottom line.



Consolidation and expansion: With mergers, acquisitions, and divestitures expanding in many areas, companies need digital and operational foundations to adapt quickly as their organization and the competitive landscape change.

Workday leadership in manufacturing.

12.2M+

core users around
the globe

1,000+

manufacturing
companies



Companies of many
types, from midsize
to global giants

Unique challenges in life sciences.

In addition to the new struggles mentioned above, life sciences organizations face tough challenges unique to the industry, such as:

- **Stringent compliance demands:** Life sciences organizations operate under intense scrutiny from agencies such as the FDA. This necessitates meticulous documentation, validation, and adherence to frameworks such as Current Good Manufacturing Practice (cGMP) throughout the entire production lifecycle. They also need to build unique reports for ever-changing requirements.
- **Criticality of quality and safety:** The quality and repeatability of outputs directly impact human lives—and everyone's watching. Even minor deviations can have serious consequences, and this requires a highly skilled workforce, rigorous quality control processes, and a culture of absolute quality.
- **Complex manufacturing processes:** Life sciences production often involves complex chemical synthesis, biotechnology processes, and sterile manufacturing techniques. This demands specialized skills and knowledge from the workforce—as well as excellent systems for identifying and deploying those skills.
- **High cost of errors:** Errors in life sciences manufacturing can lead to product recalls, regulatory fines, and reputational damage, resulting in significant financial losses.
- **Intense competition and innovation:** The life sciences industry is driven by constant innovation and the need to bring new drugs to market quickly. This requires efficient processes, adaptable workforces, and effective cost management.
- **Global operations:** The industry also operates in a global supply chain, and companies often have locations around the globe to optimize development and production, and to comply with regional regulations.

Trusted by global life sciences leaders.



How Workday serves the life sciences industry.

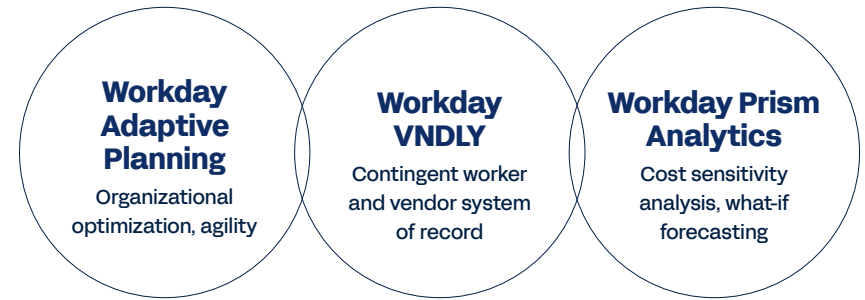
Workday is a leading enterprise platform that helps organizations manage their most important assets: their people and money. For life sciences, Workday excels at leading organizations through the industry's complexities. Its robust, interoperable suite of products provides adaptability and scalability for organizations of all sizes and growth journeys.

In addition to the Fortune 500, more than 70% of our customer base has fewer than 3,500 employees. Workday really is for everyone, which is important because of the natural diversity within the life sciences sector. The common thread among all these organizations is that they have chosen a platform that is endlessly adaptable and continuously innovating.



Workday Illuminate™ reduces the need for employees to hunt for the right applications and remember multiple codes and menus for basic tasks.

An ecosystem for managed total cost of work.



Managed total cost of work.

Hidden costs | Organizational layers | Contractor spend and utilization | Scaling/reduction in force



Gain visibility into the total cost of work—and reduce it.

- Workday provides previously impossible insights into total workforce planning and labor costs—including contingent workers and non-salaried workers—as well as production efficiency and other financial metrics. This enables a complete picture of work and better resource allocation.
- Companies improve their ability to manage fluctuating supply and demand across skills or certifications, leading to reduced costs, improved productivity, and more targeted allocation of skilled personnel.
- The high interoperability of the Workday platform allows for the integration of external data through Workday Prism Analytics. This significantly streamlines processes and reduces manual effort, resulting in additional cost savings.

Improve your talent supply chain and retention.

- Life sciences is a competitive talent environment, and Workday helps you quickly identify and recruit individuals with exactly the right skills.
- Workday drives talent acquisition through AI built into the core of its architecture. It also addresses workforce planning with clear visibility across the entire business and into gaps, opportunities, and solutions to short- and long-term talent needs.
- Workday Talent Management improves retention through robust performance tools and career development paths, leading to a more highly skilled and engaged workforce.

Delight your workforce with engaging experiences.

- Workday is built for cloud infrastructures and optimized for performance across geographies, device types, work environments, and user preferences. Employee feedback features, including active listening through Workday Peakon Employee Voice, engage employees in the flow of their work, improving engagement whether they're on the road or at company headquarters.
- With security and business process automation built in across the platform, Workday ensures that data integrity and context are preserved across functional teams and device types.
- Our next-generation AI, Workday Illuminate™, facilitates simpler search and task completion processes using conversational language and a unified operating environment. This reduces the need for employees to hunt for the right applications and remember multiple codes and menus for basic tasks.

Make compliance and safety simpler and less risky.

- Workday provides tools for managing critical data, qualifications, and certifications, helping to align employees with company standards and support broader reporting.
- Workday also offers audit trails and documentation capabilities to support inspections and stay ahead of changing regulatory environments.
- Unification provides new efficiencies in managing production workers, contingent workers, vendors, and so on—further protecting compliance and reducing total cost of work.

Accelerate your research and development.

- Workday supports powerful project management and financial tracking functions for R&D activities, helping life sciences companies bring new products to market efficiently.

Workday is the platform of choice across life sciences.

Compared to legacy on-premise platforms—or other HR and finance products—Workday offers significant advantages for life sciences organizations:

- **Adaptable platform:** The Workday architecture provides scalability, flexibility, and accessibility, enabling companies to adapt to changing business needs and access data from anywhere. It has industry-leading AI capabilities built into the core instead of bolted on later and welcomes all users to an intuitive experience.
- **Data unification:** Workday integrates HR, finance, and operations into a unified platform with one source of truth. This is a stark contrast to the system proliferation many organizations manage and enables a reliable, holistic view of the business while eliminating data silos.
- **Continuous innovation:** Workday regularly updates its platform with new features and functionalities, ensuring companies stay ahead of the curve in technology and compliance. Because all users operate on the same version of Workday, everyone benefits from the most impressive innovations.



Power of the platform: integrating HiredScore AI for Recruiting* from Workday.

HiredScore integrates seamlessly and brings AI, automation, and deep integrations to further improve recruitment efficiency, enabling you to:

- Harmonize talent data from all systems, instantly sourcing internal leads
- Use nudges, smart alerts, or track and chase functions to keep hiring managers in line with service-level agreements and on time
- Accelerate screening of top candidates and automatically resurface high-potential talent already stored in Workday
- Use the talent coach function to help hiring teams identify opportunities that can be filled by a different talent type within the company pool

*HiredScore is a Workday company.

sanofi

Consolidating multiple on-premise systems.

With 120,000 employees spread across 80 countries, Sanofi had seen overwhelming point-solution proliferation—HR alone used 600 programs. But when the company adopted Workday as its unified platform of record, it dramatically improved visibility and simplicity, as well as recruiters' access to their own workforce.

With Workday, the company moved from 80% external hiring to 50%, empowering its existing talent and saving \$8 million along the way.

Sanofi leadership knows that the company is set up for whatever the future brings.

“You’ve got this great online community where people are actually encouraged to post new ideas,” says Denis Sacré, vice president of HR services and Workday program director. “So we felt that not only were we making a great start in choosing the best tool, but also our chances were pretty high that this tool would remain ahead of the competition for some time.”

Playing well with others: the Workday ecosystem at a glance.

Workday ecosystem + customer's industry ecosystem.

Benefit	Example products or integrations
Extensibility and interoperability	<ul style="list-style-type: none">• Workday Extend• Workday Integration Cloud
Modern user experiences	<ul style="list-style-type: none">• Conversational AI• Web• Omni-channel• Mobile
Comprehensive product suite	<p>HR + Finance + Operations</p> <ul style="list-style-type: none">• Planning and forecasting• BoB industry solutions• Advanced analytics
Workday Illuminate built into the core	<ul style="list-style-type: none">• Next-gen AI features across the suite• Enterprise LLMs• RAI and simplified governance
Data unification from the intelligent data core	<ul style="list-style-type: none">• Unified security• Resiliency• Core business processes• Data model integrity• Unified source of truth among internal and external data sources



How Workday serves all your stakeholders.

Today, life sciences companies are pressured to become more unified, collaborative, efficient, and adaptive—no easy task across the many geographical, cultural, and technological environments typical of a multinational organization.

Workday can support your many important stakeholders. Here are some of the typical personas and concerns involved:

CIO	COO	CFO	CHRO
Simplified IT landscape, reduced complexity and maintenance costs	Modern workforce planning, scheduling, and payroll	Accurate, efficient reporting enabled by new automations and labor reduction	Strategic workforce planning, skills mapping and cultivation, and needs forecasting
Enhanced security to meet specific regulatory and threat changes	Skills and certifications management for risk reduction and skills deployment	Improved cost management with insight into labor cost, overhead, and other cost parameters	More efficient recruitment, internal hire, and retention approaches
System integration to bring in external data and create seamless interoperability	Reduction in total cost of work through global workforce visibility and better decision-making	Significantly improved financial planning, scenario planning, and forecasting	Robust employee development and engagement, and succession planning
Insights from next-gen AI to elevate human talent and enable automation	Strategic workforce planning, skills mapping and cultivation, and needs forecasting	Analytics powered by AI for trend analyses and performance projections	AI tools for identifying high-potential employees, mitigating turnover, and getting the most from everyone

Workday Illuminate: next-gen AI at the platform core.

Workday Illuminate offers a range of capabilities that can be applied across various functions within a life sciences company—from frontline and contingent workers gaining more intuitive, self-service systems to company leadership taking a more holistic, future-aware view of the business.

Unlike other platforms, Workday is mature technology rooted in the largest dataset available for training and optimizing these types of AI solutions. Here's how AI benefits life sciences:

- **Predictive analytics:** Gain a better understanding of workflow and performance across the whole business to improve talent acquisition and retention, productivity, scaling, and future needs.
- **Process efficiency:** Automate many time-consuming and repetitive tasks such as data entry, document review, and report generation to free up your talent to focus on using their best skills and making strategic contributions.
- **Natural language processing:** Analyze unstructured data such as clinical trial notes and research papers to extract valuable insights. Benefit your teams with more natural, conversational interfaces that make searching and learning much simpler and faster.





Innovating through a pandemic and beyond.

As the COVID-19 pandemic took hold and strained global workforces, Ferring Pharmaceuticals of Sweden used Workday to find new ways of creating efficiency and engaging its people—starting with systems consolidation.

With Workday, the company took its HR division from 92 systems down to 10. As a result, a 30% faster onboarding process led to €323K in savings and a large decrease in new-hire turnover.

And, with Workday Talent Marketplace, the company matched internal talent to gigs based on skills, experience, and interest—providing a powerful engagement path when employees needed it. In the 8 months post-launch, Ferring saw 315 positions posted, drawing 298 interested members. A full 90% of gigs were fully staffed.

As leadership puts it: “If our employees can have a smoother, more efficient work experience, then we can devote more energy towards helping patients build families and live better lives.”

Responsible AI built in.

Workday is a longtime pioneer in responsible AI (RAI) practices and governance frameworks. We embed these principles into every AI tool we develop and empower companies to create their own governance practices.

See how we manage RAI and how to use our research as a springboard to develop your own RAI charter in these resources:

- [How to Create Your Responsible AI Charter](#)
- [Explore responsible AI resources](#)



Elevating talent and bringing innovations to market faster.

AstraZeneca didn’t struggle with a lack of talent. It struggled to find, cultivate, and allocate the talent that was already there.

“One of the challenges we face in developing talent and accelerating readiness of our successors is just the visibility,” says AstraZeneca’s former global head of talent. “It’s been really challenging to have line of sight to those skills—the gems—the capabilities that we already have.”

So the company deployed Workday and used its built-in AI features to identify skills gaps, elevate the best talent, and provide HR with a platform that could scout and source talent across the entire organization—adding a new competitive edge, leaders say.

Mina Makar, senior vice president for Global Cardiovascular, Renal and Metabolism (CVRM), BioPharmaceuticals Business Unit, says AstraZeneca can now “accelerate how quickly we’re able to deploy innovations, how quickly we’re able to staff roles, [and] how quickly we’re able to move our talent internally within our teams.”

Conclusion.

Why Workday for life sciences?

- **Solve the right problems, right now:** Workday addresses the most pressing and specific challenges you face, such as visibility of total cost of work, point-solution proliferation, poor forecasting and analysis, lagging talent and recruitment capabilities, and poor data quality and practices.
- **Free yourself from overly complex systems:** Workday helps you significantly consolidate and integrate your systems, decluttering your tech stack, driving visibility into total cost of work, and empowering everyone involved to focus on making their best contributions.
- **Adopt next-gen AI safely and quickly:** Workday Illuminate democratizes next-gen AI, allowing you to embrace its many benefits without fear of undue complexity, side effects, or weak governance and ethics.
- **Unify the company:** Workday safely brings your whole company into a new era of platform unification and efficiency. With industry-leading extensibility tools and a robust community of users and developers, Workday never expires.
- **Benefit from our experience:** Workday is trusted by 91% of your peers, and we have many inspiring stories from life sciences customers for you to review.

Learn more: workday.com/manufacturing



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