

Guide

Why Workday for High-Tech Manufacturing?

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



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Today's high-tech organizations are at the forefront of global innovation and transformation but face immense pressures.

The industry is already known for ruthless competition and stringent demands made from consumers, governments, and internal stakeholders—and when saddled with older technologies, high-tech companies find that meeting these pressures becomes more difficult and costly, impacting their product share and their ability to attract, cultivate, and retain top talent.

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

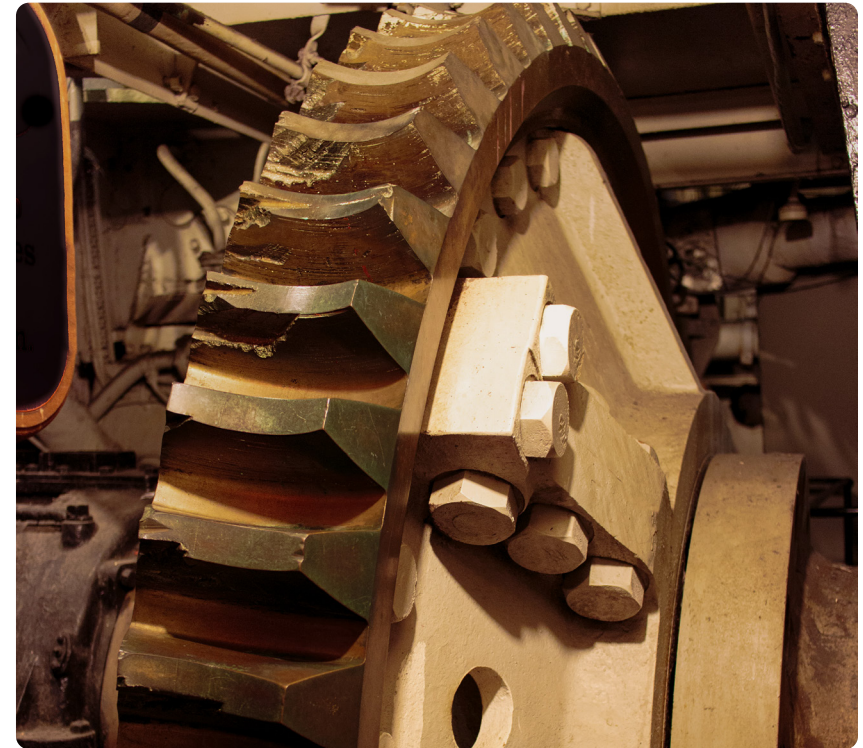
New challenges across technology sectors.

Like those in many other industries, tech 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 high tech.

In addition to the new struggles mentioned above, high-tech manufacturers face tough challenges unique to the industry such as:

- **Intense competition and innovation:** High-tech industries are driven by constant innovation and the need to bring innovations to market quickly. This requires efficient processes, adaptable workforces, and effective cost management.
- **Scattered data and disparate, laborious systems:** Many high-tech manufacturers struggle with fragmented data derived from engineering, production, quality assurance, and other sources, leading to tedious manual processes and ineffective decision-making. Without a single source of truth, their globally distributed operations lack efficiency.
- **Criticality of quality and safety:** Manufacturers' reputations and profits rely on being able to deliver products on time with consistent quality and at competitive costs.
- **Complex manufacturing processes:** Technology production often involves intricate assembly and complex manufacturing methods. This demands specialized skills and expertise within the workforce—as well as a unified platform to identify and deploy those skills effectively.
- **High cost of errors:** Errors in technology manufacturing can lead to product recalls, regulatory fines, and reputational damage, causing significant financial losses and increasing risks.
- **Global operations:** The industry operates within a highly interconnected global supply chain, facing many pressures to optimize development and production while complying with regional regulations.

Trusted by global tech leaders.



How Workday serves the high-tech industry.

Workday is a leading enterprise platform that helps organizations manage their most important assets: their people and money. 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 global deployments with more than 1,200 technology companies, 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 technology sectors. The common thread among all these organizations is that they have chosen a platform that is endlessly adaptable and continually innovating.

Workday addresses the unique challenges in tech by helping you to:

Improve your talent supply chain and retention.

- High-tech manufacturing is a competitive talent environment, and Workday helps you quickly identify and recruit individuals with exactly the right skills or specialized training, reduce voluntary turnover, and significantly improve the speed and effectiveness of internal hiring.
- Many high-tech manufacturers have unionized workforces, adding another layer of complexity to labor relations, contract negotiations, and compensation management. This can require some specialized reporting that relies on complete, always-available labor data.
- 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 into gaps, opportunities, and solutions to short- and long-term talent needs. Workday Talent Management also improves retention through robust performance tools and career development paths.
- Workday also helps with shift work and complex scheduling and accommodates different types of talent, such as frontline workers, contingent or gig talent, and corporate staff.



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 fair labor practices, safety processes, and accountability.

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

- Workday provides previously impossible insights into total workforce planning, labor costs, production efficiency, and other financial metrics—enabling a complete picture of the total cost of work and better resource allocation.
- Companies improve their ability to manage changing supply and demand across skills or certifications, leading to reduced costs, improved productivity, and more targeted allocation of skilled personnel.
- The integrated Workday platform streamlines processes and reduces manual effort, leading to further cost savings.

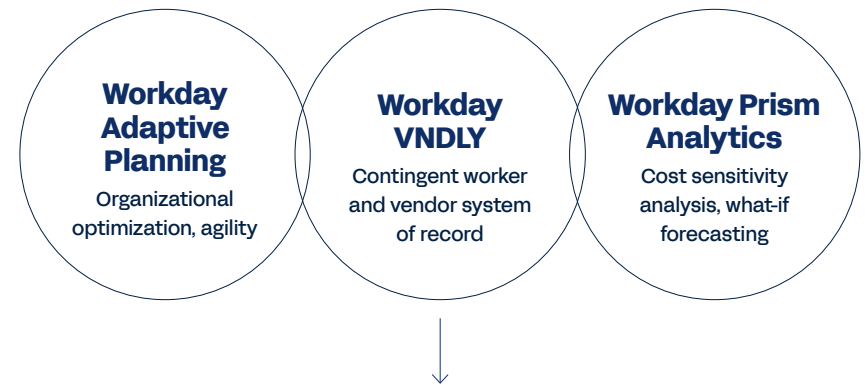
Delight your workforce with engaging experiences.

- Workday expands the quality and range of digital tools available to frontline workers—from payroll and time tracking to absence management and professional development—adding new support and self-service capabilities. This is especially critical for organizations with high-volume hiring and large frontline workforces.
- Workday was designed for cloud infrastructures and is optimized for performance across geographies, device types, work environments, and user preferences. Employee feedback features, including Workday Peakon Employee Voice for active listening, meet people 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 products or remember multiple codes and menus for basic tasks.

Accelerate your research and development.

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

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

Workday is the platform of choice across high tech.

Compared to legacy on-premise platforms—or other HR and finance products—Workday offers significant advantages for technology 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, coupled with the platform's interoperability and extensibility, 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 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.



Tokyo Electron improves operational efficiency and lowers costs with Workday.

In 2016, Tokyo Electron (TEL) decided it was time to rethink its HR systems. With each regional office using its own setup, gathering even basic employee data was a hassle, costing HR teams time and energy. The company's on-premise system wasn't helping either—updates were expensive, and legal changes were hard to keep up with. TEL needed a smarter, more unified solution.

Enter Workday Human Capital Management (HCM).

This purpose-built product brought all of TEL's HR processes onto one platform, making evaluations consistent across the globe and slashing operational costs. Employees could now set goals and participate in evaluations, and HR teams saved hours of work with easy data collection and reporting.

Since then, TEL has seen a big boost in productivity and engagement. With plans to add Workday Learning, TEL is taking talent development to the next level while keeping operations efficient and future-ready.

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, high-tech 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:

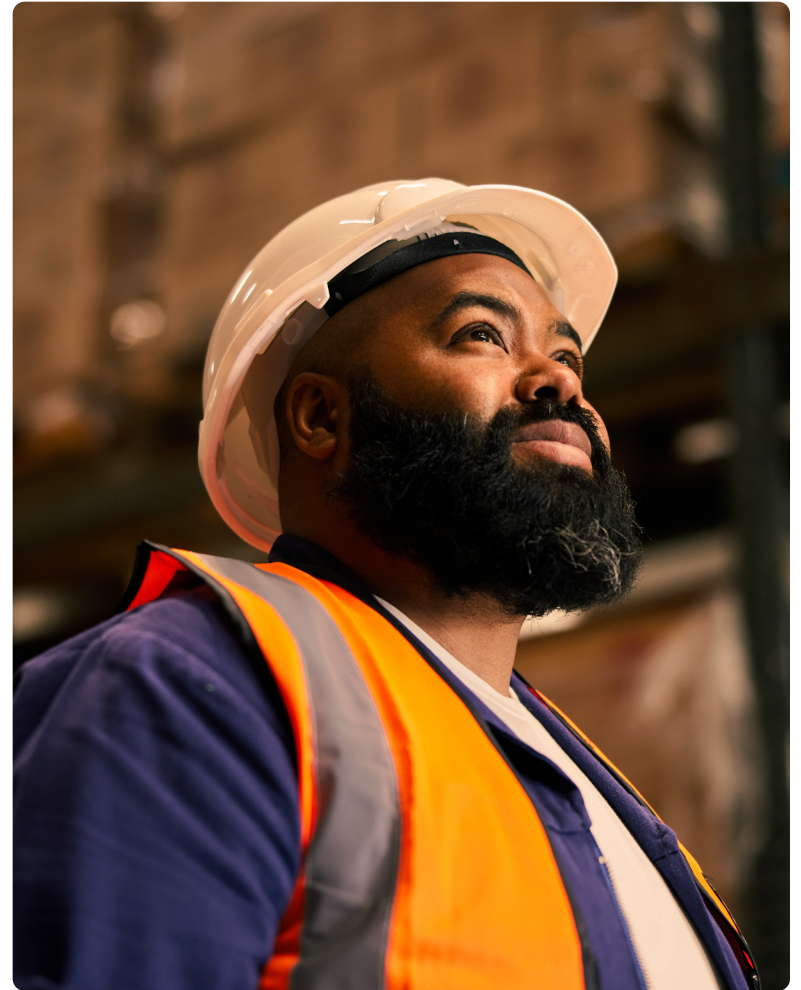
CIO	COO	CFO	CHRO
Simplified IT landscape, reduced complexity and maintenance costs	Modern workforce planning, scheduling, and payroll	Accurate, efficient reporting enabled by new automations and labor reduction	Strategic workforce planning, skills mapping and cultivation, and needs forecasting
Enhanced 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	Increased integration and efficiency among various leadership teams and divisions	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 high-tech manufacturer—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 AI solutions. Here's how AI benefits your company:

- **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.





Arrow Electronics: empowering and retaining employees with AI and learning.

Arrow Electronics, which develops technology for more than 220,000 other manufacturers and service providers, has its eye on a future filled with automation, AI, and agility. Key to realizing this ambition is nurturing the “career investors” it employs.

Using Workday Skills Cloud, Workday Career Hub, and Workday Learning, Cecil Robert Vincent, global director, HR technology, can drive growth and development opportunities in order to:

- Increase visibility into what employees are seeking
- Enable managers to support development, performance, and learning in one place
- Improve employee engagement and retention

As Vincent put it, “The AI within Workday can suggest learning content and this gives us better visibility into what employees are looking for.” This has created several significant outcomes for Arrow, including increases in retention and employee engagement, creation of an internal skills language to drive career growth, and a unified view across all learning platforms.

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](#)



Siemens: replacing disparate systems for unified, global HCM.

Siemens, the largest industrial manufacturing company in Europe, relied on disparate HCM systems for day-to-day HR administration, payroll, and talent management. Many of these systems were nearing the end of support, and Siemens saw a valuable opportunity for a different approach.

After an extensive RFP and evaluation process, Siemens chose Workday products deployed with the aid of industry and technology leaders from IBM. This combination of advanced HCM capabilities from Workday and IBM’s deep experience around similar large-scale projects helped Siemens deliver a cohesive, future-focused solution.

“We were keen to avoid the cost and complexity of manual integration work, so the fact that Workday offers a fully integrated suite of solutions, including absence management, compensation, and talent management—all delivered from the cloud—was very compelling,” says Olaf Reichert, head of global IT architecture. “During the RFP, the Workday solution also far surpassed other vendors in terms of the user experience, which convinced us it was the optimal choice.”

Read more about this case study [here](#).

Conclusion.

Why Workday for high-tech manufacturing?

- Workday is trusted by more than 1,200 tech companies around the globe. It's not just the most powerful choice; it's also the most proven one.
- Workday addresses the most pressing and specific challenges you face, such as skills and labor shortages, creating accurate insights across the workforce, cost control and operational efficiency, and moving beyond complex and costly legacy systems.
- Workday helps you significantly consolidate and integrate your systems, decluttering your tech stack, driving visibility into your total cost of work, and empowering everyone involved to focus on making their best contributions.
- 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.
- 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.

Workday is extremely well proven across many technology sectors, with [many inspiring customer stories that you can review here.](#)

Learn more: workday.com/manufacturing



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