

## Purpose

To evaluate overall readiness of the Academic Division and Health System in preparation of Workday.

## Objectives

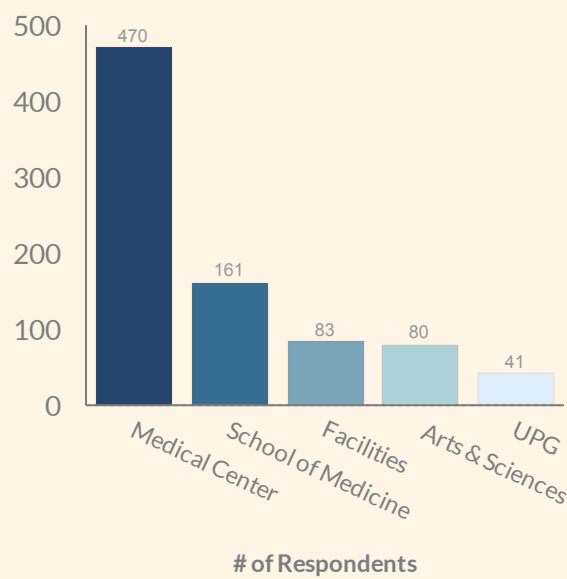
- Determine the UVA community's preparedness for upcoming changes
- Utilize results to provide a heat map on readiness and key findings
- Inform future change management efforts impacting the Academic and Health System communities

## Who did we ask?

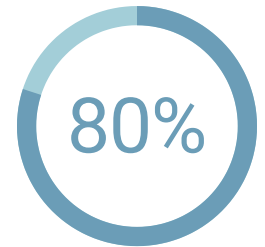


6,403 Surveyed  
1,207 Responses (95% of target)

## Who responded?



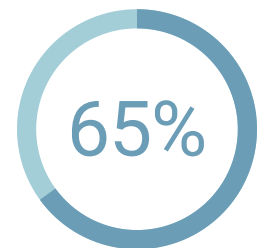
## Strength Areas



Believe UVA embraces changes and new ideas

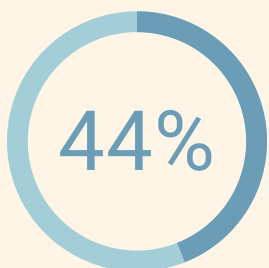


Aware that Workday is being implemented

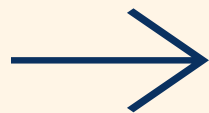


Comfortable calling the Solution Center

## Emerging Areas

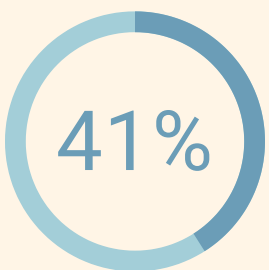


Understand the role of the HR Business Partner

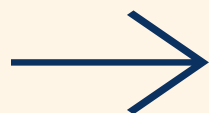


## Going Forward

This is expected without the technology to support the role and provide visibility managers need. Comparator institutions have indicated it takes a year or more after implementation.



Know where to go with questions about Workday



We have made preparations and are working towards informing people where to find answers.



Are aware of training opportunities for Workday



These results are predictable based on timing, as training awareness efforts launched during the survey window.

## Pulse Survey



We conducted this pulse survey during the first week of December.



We will analyze the data against the original survey results and develop an action plan.

