Newsroom | Workday

Workday Named a Leader in Inaugural 2026 Gartner® Magic Quadrant™ for Workforce Management Technology

Workday Unifies Workforce Management, HR, and Payroll on One AI Platform for Smarter Frontline Work

PLEASANTON, Calif., Sept. 17, 2026 /PRNewswire/ -- Workday, Inc. (NASDAQ: WDAY), the enterprise AI platform for HR, finance, and IT, has been named a Leader in the Gartner Magic Quadrant™ for Workforce Management Technology. A complimentary copy of the report is available here.

Frontline work happens on the floor, in the warehouse, and behind the counter, not in a back office. Workday's workforce management suite brings time tracking, absence management, scheduling, and labor optimization together within Workday Human Capital Management (HCM). This gives frontline leaders one system to manage labor costs, compliance, schedules, and time while giving workers and managers mobile-friendly tools they can use on the go.

"For too long, frontline teams were asked to use technology designed for desk work, not the pace of the floor, the warehouse, or the counter," said David Wachtel, general manager, Workday HCM. "Workday puts that workforce first, with tools that are simple to use and AI that takes the busywork off their plate."

One AI Platform Built for the Way Frontline Teams Work

Workday's workforce management suite is built for the industries where frontline work happens, from retail and manufacturing to hospitality and grocery, and beyond. Capabilities like demand forecasting allow teams to plan ahead and staff to real demand rather than guessing, with AI that reads patterns across seasonality, events, and historical trends to match the right people to the right shifts.

Workday also meets workers where they are, with mobile, web, and kiosk options to clock in. Since schedules, time off, pay, shift swaps, and preferences all live in one place, setting availability or picking up an open shift takes just a few taps.

AI Agents That Give Time Back to Your People

Workday's workforce management suite includes agentic capabilities powered by Sana, Workday's agentic experience, that automates time-consuming tasks, freeing managers and workers to trade desk time for face time.

The Workforce Management Agent automates schedule changes, time tracking, shift swaps, and demand-based staffing, and applies Workday policies, knowledge, and organizational data to optimize scheduling decisions and route approvals according to its configured rules. For example, Workday customers using the Workforce Management Agent in early adoption saw up to a 90% reduction in the time spent managing shift schedule changes, a 65% improvement in process automation on average, and a 75% reduction in manual time entry errors.

With Workday's workforce management suite, automotive services retailer Valvoline cut the time its managers spend generating weekly schedules from more than two hours to about 15 minutes, freeing them to focus on coaching and customers instead of paperwork.

Health and fitness company Life Time hit 95% mobile app adoption after rolling out Workday Scheduling, handing workers real self-service control over their schedules and time. Life Time's managers saved over 50,000 hours each year, and Life Time realized $1 million in annual labor savings and a 50% reduction in overtime costs.

For More Information

- Read a complimentary copy of the Gartner report on the Workday website.
- Read the blog, Workday Recognized as a Leader in Inaugural 2026 Gartner® Magic Quadrant™ for Workforce Management Technology.

Gartner Disclaimer

About Workday

Workday operates at the heart of the enterprise – HR, finance, and IT – where the margin for error is effectively zero. By tightly coupling AI with the context, guardrails, and trusted processes that run the business, Workday goes beyond AI that assists with work to agents that are capable of driving measurable outcomes. More than 11,500 organizations worldwide, including more than 65% of the Fortune 500, trust Workday to deliver. For more information about Workday, visit workday.com.

Forward-Looking Statements

This press release contains forward-looking statements including, among other things, statements regarding Workday's plans, beliefs, and expectations. These forward-looking statements are based only on currently available information and our current beliefs, expectations, and assumptions. Because forward-looking statements relate to the future, they are subject to inherent risks, uncertainties, assumptions, and changes in circumstances that are difficult to predict and many of which are outside of our control. If the risks materialize, assumptions prove incorrect, or we experience unexpected changes in circumstances, actual results could differ materially from the results implied by these forward-looking statements, and therefore you should not rely on any forward-looking statements. Risks include, but are not limited to, risks described in our filings with the Securities and Exchange Commission ("SEC"), including our most recent report on Form 10-Q or Form 10-K and other reports that we have filed and will file with the SEC from time to time, which could cause actual results to vary from expectations. Workday assumes no obligation to, and does not currently intend to, update any such forward-looking statements after the date of this release, except as required by law.

Any unreleased services, features, or functions referenced in this document, our website, or other press releases or public statements that are not currently available are subject to change at Workday's discretion and may not be delivered as planned or at all. Customers who purchase Workday services should make their purchase decisions based upon services, features, and functions that are currently available.

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