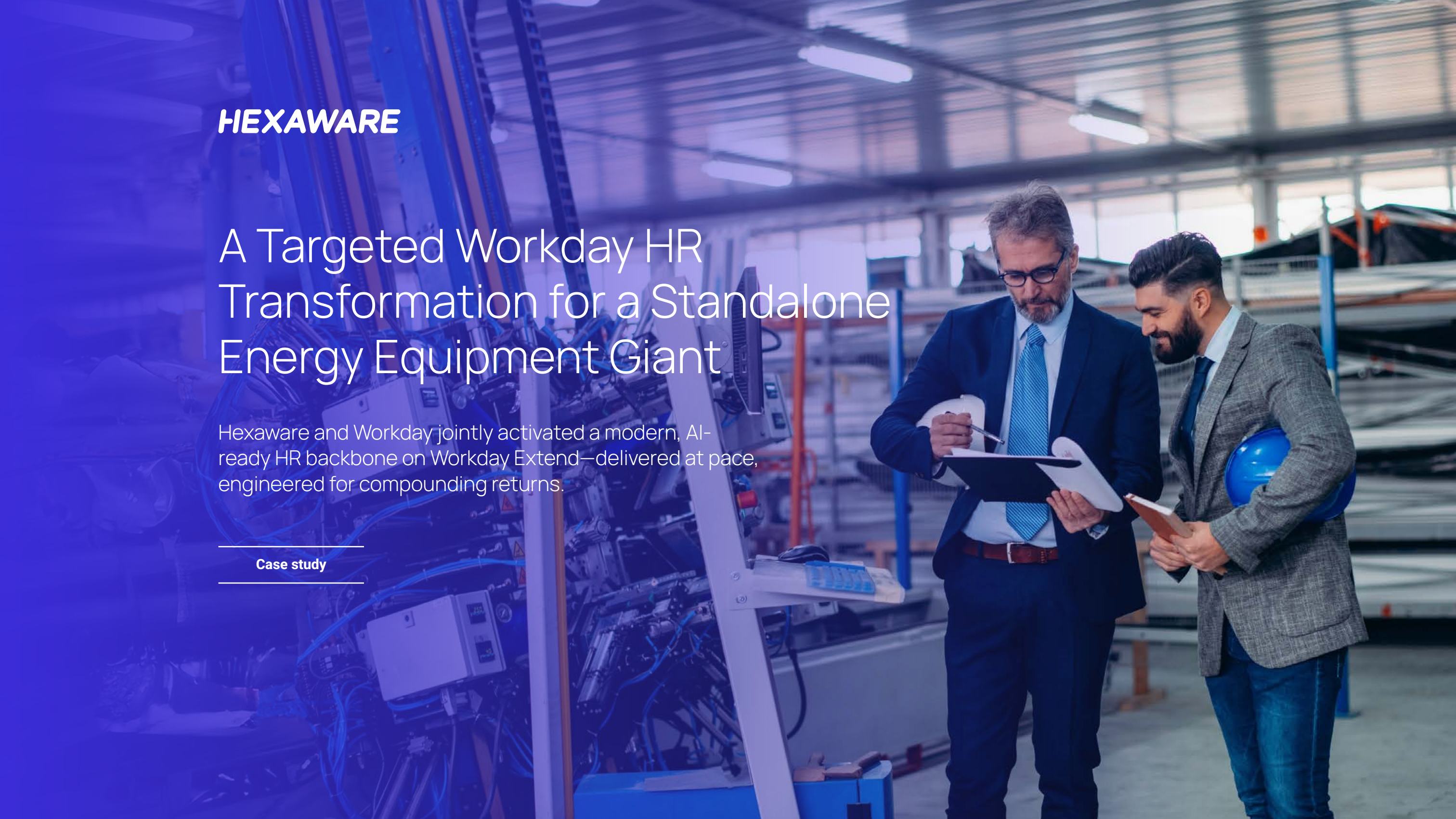


The background of the entire page is a photograph of two men in business suits standing in a large industrial facility, likely a factory or power plant. They are both looking down at a clipboard held by the man on the left, who is also holding a pen. The man on the right is holding a blue hard hat. The background is filled with complex machinery, pipes, and structural elements of the facility, all slightly out of focus. A semi-transparent blue overlay covers the left side of the image, where the text is placed.

HEXAWARE

A Targeted Workday HR Transformation for a Standalone Energy Equipment Giant

Hexaware and Workday jointly activated a modern, AI-ready HR backbone on Workday Extend—delivered at pace, engineered for compounding returns.

Case study

Client

| Client

- Challenge
- Solution
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- Summary

A Global Energy Equipment Manufacturing Leader Operating at Enterprise Scale

The client is a global energy equipment manufacturing company, operating across multiple geographies, currencies, languages, and labor regimes. The organization supports a workforce of approximately 80,000 people.

As a large, capital-intensive enterprise navigating an accelerating energy transition, the company required a modern operating model to match the scale, complexity, and ambition of its independent future—starting with the human capital function that would power its next chapter of growth.



Challenge

Client

| **Challenge**

Solution

Benefits

Summary

A Defining Post-Spin Moment Demanded a Purpose-Built HR Foundation—Not an Inherited One

Separation created both an opportunity and an urgent obligation: HR had to be rebuilt from the ground up for a standalone operating model. Legacy debt was significant. Learning platforms sat outside Workday, disconnected from talent profiles and career paths. Analytics for Viva Glint and FieldCore were prepared by hand from monthly exports. Recruiting relied on manual screening and scheduling, which consumed days of recruiters' time, and had only limited AI-enabled recruitment capabilities. Access provisioning alone consumed more than 2,500 manual man-hours every year, with no workflow automation.

Leadership set four strategic objectives for the targeted enterprise HR transformation: modernize the HR portfolio to fit the standalone model, maximize Workday ROI by activating Workday Extend as a core pillar, retire fragmented legacy HR technology at pace, and lay a foundation for AI and GenAI-driven HR reimagination. The mandate was clear—speed, discipline, and a fit-for-purpose backbone engineered for the long journey ahead.



Solution

- Client
- Challenge
- Solution**
- Benefits
- Summary

One Connected Hire Experience, Delivered Across Eight Workstreams on a Native Workday Extend Foundation

Hexaware and Workday jointly delivered a Workday Extend implementation that unified eight workstreams on a single integrated delivery rhythm. Workday Extend served as the core build pillar, powering native custom apps that replaced legacy Workday Access Management (WAM) and Learning Path Builder (LPB) at scale.

For talent acquisition transformation, the team integrated Paradox AI and HiredScore into Workday Recruiting, introducing recruiting automation across candidate engagement, screening, and scheduling. Core HR & Service Delivery deployed a multilingual assistant across 9 languages and roughly 3,000 knowledge-base articles. Learning & Development activated Cloud Connect with 20,000+ Skillsoft courses synced into Workday, plus a phased LMS migration roadmap.

Adaptive Planning was scaled to model approximately 100,000 workers across 14 dimensions and 20 currencies, with Discovery Boards active for scenario views. Prism analytics unified 300,000+ Viva Glint and 84,000+ FieldCore records to power engagement analytics and sentiment-to-attrition correlation. HR Tech & Integrations consolidated ownership under a single accountable partner, with structured knowledge transfer and a KEDB handover per workstream.



The result: one connected Hire experience, engineered for pace, discipline, and long-term modernization.

Benefits

- Client
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Measurable Outcomes Across Speed, Cost, Experience, and Control

- **~60% hiring time saved per cycle** and 1–3 weeks eliminated from every hire cycle across talent acquisition
- **750K+ applications processed and 4,623 hires completed** in the early operating window (Jan’26–May’26), with a **28% diversity uplift**
- **66% interview rate** from the rediscovered talent pool, unlocking value from previously dormant candidates
- **20–30% projected TCO savings** supported by rationalization of fragmented legacy HR technology
- **80% of HR reports automated** through Prism analytics, replacing hand-built monthly exports
- **2,500+ man-hours reclaimed annually**, with 14 approval workflows automated, 90+ security roles enforced, and zero provisioning errors
- **86.67% learning completion rate** above the >85% benchmark, with more than 40% active learners monthly and 10–15% month-over-month course growth
- **24/7 candidate engagement** via Paradox AI and explainable shortlists via HiredScore, elevating both experience and hiring quality
- **~23K users supported via WAM**, averaging 1.83 requests per employee, showing strong adoption and scalable workforce access.
- **40.46 views per article and 85% usage** on the Help platform boost self-service resolutions and employee support.



Summary

Client

Challenge

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| **Summary**

From Program to Platform—Engineered for Compounding Returns

The global energy equipment manufacturing company replaced inherited legacy debt with a native, AI-ready Workday HR transformation—delivered jointly by Hexaware and Workday across eight integrated workstreams. The organization now operates on a unified HR backbone that accelerates hiring, automates reporting, safely sunsets fragmented tools, and enforces enterprise-grade controls.

With Prism analytics live, Adaptive Planning active, and a HiredScore-powered intelligence layer in place, the foundation is set for the next wave: LMS wave migration, predictive workforce forecasting, a personalized Talent Marketplace, and AI-driven retention nudges. Pace. Discipline. Partnership—engineered for the long modernization journey ahead.



Ready to rebuild HR for what's next?

Whether you're navigating a spin-off, scaling a standalone operating model, or activating Workday Extend as a core pillar, Hexaware helps you turn a defining moment into a lasting advantage. Let's design an HR backbone engineered for compounding returns—talk to a Hexaware Workday expert today.

About Hexaware

Hexaware is a global technology and business process services company. Every day, Hexawarians wake up with a singular purpose: to create smiles through great people and technology. With this purpose gaining momentum, we are well on our way to realizing our vision of being the most loved digital transformation partner in the world. We also seek to protect the planet and build a better tomorrow for our customers, employees, partners, investors, and the communities in which we operate.

With offices across the world, we empower enterprises to realize digital transformation at scale and speed by partnering with them to build, transform, run, and optimize their technology and business processes.

Learn more about Hexaware at
<https://www.hexaware.com>.

Get in touch