ToolGPA

NOVEMBER 2026

Workday

The Insider's Guide

Enterprise HR and payroll platform sold through sales



Every plan, grade, refund rule and rival among payroll services, read from Workday's own pages.

Made by Workday, Inc. · checked Nov 12, 2026 · toolgpa.com

1.8
GPA



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Who made this guide, what else is on the site, and how to cite it

ToolGPA put this guide together from Workday's own pages, its app-store listings and our grades. Every fact in it is on Workday's page too, where it is kept up to date. Checked Nov 12, 2026.

Welcome

What it is, who it suits, its grades and the ten things to know first

1.8

GPA, above 2 of the 40 other payroll services we grade

Workday is a cloud platform for large organizations that covers human capital management, payroll, workforce management, finance and planning on one data model. Its payroll product connects native and partner payroll systems across more than 180 countries. It is sold through sales, and the vendor does not publish prices.

To get you started, here are **7 things to know about Workday**, taken from its own pages and our grades.

> **No rating on record, and an enterprise rollout needs a sales process and set-up before anyone can use it.**
>
> From our grade for ease of use

1 **Best for large employers running HR and payroll on one platform**

It is sold by quote to enterprise buyers, so a small business has nothing to buy and no price to check.

2 **It runs on 2 platforms**

Web and iOS.

3 **Payroll management**

A continuous calculation engine and audit trails run payroll inside the same data model as HR, time and absence.

4 **Payroll reporting and analytics**

Reports on live workforce costs, with support for audits.

5 **Global payroll connections**

Connects native and partner payroll systems across more than 180 countries through live APIs.

6 **A 1.8 GPA, above 2 of 40**

That is against the other payroll services we grade, on value, the free plan, features, ease of use and platforms.

7 **Keep it**

To replace Workday you would be making payroll taxes worked out and filed with the government for you. That is not a weekend's work, with an AI app builder or without one.

Workday at a glance

PRICING Paid	FREE PLAN No
FREE TRIAL None stated	RUNS ON Web, iOS
MADE BY Workday, Inc.	CATEGORY Payroll
OUR GRADE 1.8 GPA, weak	

The report card

Best for large employers running HR and payroll on one platform

Workday puts payroll inside the same system as HR, time and absence, and links payroll systems across more than 180 countries. It is sold by quote

to enterprise buyers, so a small business has nothing to buy and no price to check.

TOOLGPA REPORT CARD	Workday	Graded Nov 12, 2026
SUBJECT	GRADE	COMMENT
Value for money	C	No price is published; the payroll page points to Contact Sales, so value cannot be set against the $20 to $49 range other payroll tools show.
Free plan and trial	F	Nothing free or on trial. The mobile app is free to download but only for people whose employer already uses Workday.
Features	C	Payroll calculation, reporting, self-service and an AI payroll agent in one data model. Coverage varies by country because global payroll runs through partner systems.
Ease of use	C	No rating on record, and an enterprise rollout needs a sales process and set-up before anyone can use it.
Platforms and integrations	B	Web plus an iOS app, and live APIs to native and partner payroll systems. No desktop app or Android app on record.
Grade point average		Weak, out of 4.0 **1.8**

An A is worth 4 points, a B 3, a C 2, a D 1 and an F nothing. The GPA is the average of the five.

Who Workday is for

- ✓ Fits if you are a large employer wanting HR, payroll and finance together
- ✓ Works for organizations with payroll in many countries that need one view

Who it is not for

- ✕ Skip it if you are a small business, as it is aimed at enterprise buyers
- ✕ Not for you if you want a price before talking to sales, because none is published
- ✕ Watch out: outside the US, payroll is partner systems connected by API, so coverage differs by country
- ✕ Watch out: the mobile app is only useful if your employer already runs Workday

Good to know

Good for

- ✓ Large employers that want HR, payroll and finance on one platform
- ✓ Organizations with payroll in many countries that need one view across partner systems

Worth knowing

- ⓘ No prices are published; the payroll page points to Contact Sales and Request a Demo, so cost is by quote.
- ⓘ Aimed at enterprise buyers rather than small businesses.
- ⓘ Its payroll page lists a U.S. payroll datasheet and describes global payroll as native and partner systems connected through APIs, so coverage varies by country.
- ⓘ The Workday mobile app is a free App Store download for people whose employer uses Workday.

What it costs

Every plan, the free plan, ways to pay less and how prices have moved

Workday's current pricing could not be confirmed from its own site.

> **The mobile app is free to download but only for people whose employer already uses Workday.**
>
> From our grade for free plan and trial

We could not confirm Workday’s current prices from its own site, so this guide lists no plans. workday.com has them.

What it does

Its main features, where it runs, what it works with and who makes it

2

Places it runs: Web and iOS

Enterprise HR and payroll platform sold through sales. Here is what it does, as its own site describes it, and what it covers: AI features, reports, payroll, employee records.

> **Payroll calculation, reporting, self-service and an AI payroll agent in one data model.**
>
> From our grade for features

Payroll management

A continuous calculation engine and audit trails run payroll inside the same data model as HR, time and absence.

Payroll reporting and analytics

Reports on live workforce costs, with support for audits.

Global payroll connections

Connects native and partner payroll systems across more than 180 countries through live APIs.

Employee self-service

A mobile pay hub with an AI self-service agent for pay questions.

Payroll Agent

An AI agent that handles payroll steps from inputs to pay, with a person overseeing the run.

Where it runs

Web iOS

What it works with

Its own pages name no integrations.

Workday is made by Workday, Inc.

Where it stands

Its grades against its category, and whether to keep it or make your own

2/40

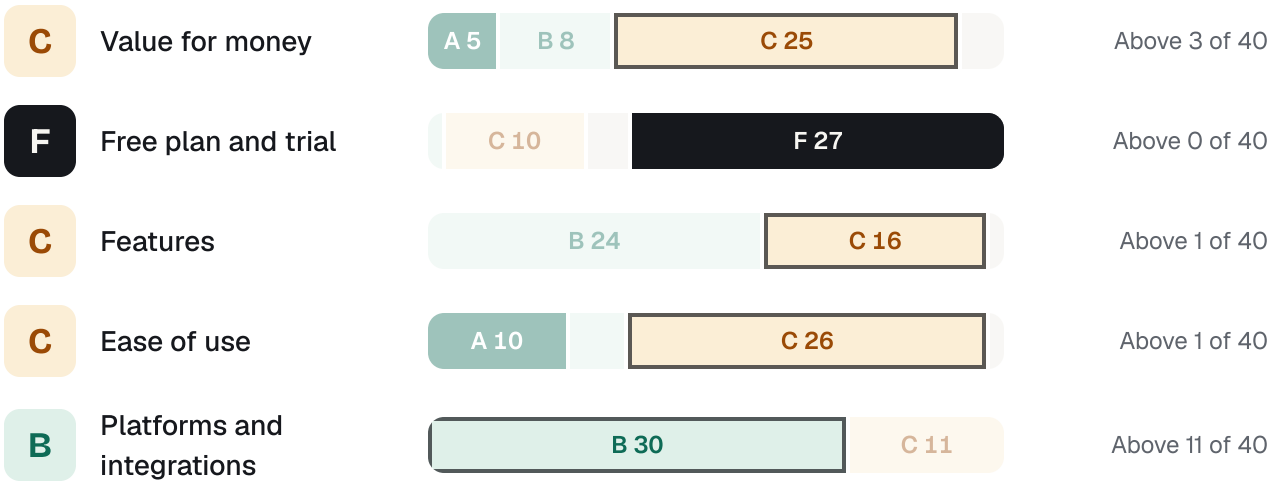
Other payroll services it is graded above

Workday's GPA of 1.8 is higher than 2 of the 40 other payroll services we grade, and level with 8.

It stands best on platforms and integrations (B, above 11 of 40) and worst on free plan and trial (F, above 0).

Each grade against the category

Every bar is all 41 payroll services we grade, cut by the letter each got. Workday's own letter is outlined.



Keep it, or make your own?

Whether this is something you could build for yourself with an AI app builder, and what you would give up.

Keep it

To replace Workday you would be making payroll taxes worked out and filed with the government for you. That is not a weekend's work, with an AI app builder or without one.

That makes this kind of software worth paying for, not this one in particular: 30 of the 40 other payroll services grade higher.

What you could make

- Employee records and reports: an app builder makes these well.

What you could not

- Payroll taxes worked out and filed with the government for you.
- A real app for iOS. Something home-made would be a web page.
- AI features, unless you pay a model provider for each request yourself.

What this rests on. Workday's listing: what it does, where it runs, what it plugs into and what it costs. It is a judgement about the kind of software this is. We have not built a replacement for it, and making your own means looking after it too. How we decide, and every tool's verdict.

The alternatives

The tools it is most often weighed against, side by side



Dayforce, Paycom, Paylocity, Rippling and Paycor

The 5 tools Workday is most often weighed against, with where each one differs from it.

1.8 GPA

Dayforce

Paid

HR, payroll, time and talent suite for large employers.

- Only Workday lists an iOS app.
- Dayforce also covers time clock and applicant tracking.

Workday and Dayforce compared in full

2.0 GPA

Paycom

Paid

Payroll and HR software on a single database, sold by quote.

- Only Paycom lists an Android app.
- Workday also covers reports.
- Paycom also covers expense tracking, time clock, applicant tracking and time off.

Workday and Paycom compared in full

2.4 GPA

Paylocity

Paid

Payroll, HR, finance and IT platform for US employers, by quote.

- Only Paylocity lists an Android app.
- Workday also covers employee records.
- Paylocity also covers time tracking and expense tracking.

Workday and Paylocity compared in full

2.4 GPA

Rippling

Paid

HR, IT and finance platform with US and global payroll, by quote.

- Only Rippling lists an Android app.
- Workday also covers reports and employee records.
- Rippling also covers workflow automation, time tracking and expense tracking.

Workday and Rippling compared in full

2.2 GPA

Paycor

From $99/mo

US payroll and HR software, with published prices under 50 staff.

- Only Paycor lists an Android app.
- Workday also covers employee records.
- Paycor also covers expense tracking.

Workday and Paycor compared in full

PART 06 · QUESTIONS

Quick answers

The questions people ask about it, each answered in a line or two

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Questions, each answered in a line or two

The short version of everything above, for when you only need the answer. Each one is told in full in its part of the guide.

Is Workday free?

No. Workday is a paid product.

What platforms does Workday work on?

Workday is available on Web and iOS.

Does Workday have an Android app?

No Android app was listed when its pages were read on Nov 12, 2026. Workday is listed for Web and iOS.

Does Workday have a Windows app?

No Windows app was listed when its pages were read on Nov 12, 2026. Workday is listed for Web and iOS.

Is Workday open source?

Workday is not described as open source on its own site, as read on Nov 12, 2026.

Who makes Workday?

Workday is made by Workday, Inc.

What are the alternatives to Workday?

The closest alternatives to Workday in our directory are Dayforce, Paycom, Paylocity, Rippling and Paycor.

How does Workday compare with other payroll services?

Workday's GPA of 1.8 is higher than 2 of the 40 other payroll services we grade, and level with 8.

Could I make my own version of Workday?

To replace Workday you would be making payroll taxes worked out and filed with the government for you.

Where this guide comes from

The prices, plans, platforms and features were read from Workday's own pages on Nov 12, 2026, and the grades were given on Nov 12, 2026. Graded from this listing, whose facts were read from Workday's own pages on 12 November 2026. Not based on using the product, and shorter than our full reviews.

Every tool we list gets five grades, A to F, each with its reason, and a GPA that averages them. How each is decided is at toolgpa.com/grades. This guide is ToolGPA's own work; it is not made, paid for or approved by Workday, Inc. Prices change, so check workday.com before you buy.

workday.com/en-us/products/payroll.html

apps.apple.com/us/app/workday/id316800034

PART 07 · ABOUT

About ToolGPA

Who made this guide, what else is on the site, and how to cite it

5,038

Tools graded, in 95 categories

ToolGPA grades software the way a school report grades a pupil: five subjects, a letter for each with the reason written beside it, and a GPA that averages them. Prices, plans and platforms are read from each maker's own pages and dated, so you always know how fresh a figure is.

Every grade, review and ranking on ToolGPA is our own judgement. No company can pay for a grade or change one. Every tool on the site has a guide like this one, free to download and pass on. It all lives at **toolgpa.com**.

5,038	95	739	579
tools graded	categories	price changes on record	apps priced in 12 countries

What else is on toolgpa.com

Workday, kept up to date

Everything in this guide, with prices and grades as they are today

toolgpa.com/tools/workday

How grades are given

The rules behind every letter and every GPA

toolgpa.com/grades

Value charts

What each tool costs against what it scores, for every category

toolgpa.com/charts

Compare

Any two tools side by side, plan by plan

toolgpa.com/compare

Price changes

Every price rise and cut on record, each with its source

toolgpa.com/price-changes

Prices by country

What apps cost on the App Store in 12 countries

toolgpa.com/prices-by-country

Pay less

Every public discount: yearly billing, students, nonprofits

toolgpa.com/save

Keep or make

Which tools are worth paying for, and which you could build yourself

toolgpa.com/keep-or-make

Scan for the live page

Prices and grades as they are today

Quoting this guide?

Please name ToolGPA and link to the live page, so readers can check the figures for themselves:

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ToolGPA, "Workday: The Insider's Guide",
checked Nov 12, 2026.
https://toolgpa.com/tools/workday
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Know someone choosing between payroll services?

Send them this guide:
toolgpa.com/tools/workday/guide

ToolGPA elsewhere: youtube.com/@toolgpa

See our other guides

The best-graded payroll services after Workday, each with an Insider's Guide of its own.

Payroll Insider's Guide

Every one of the 41 payroll services we grade, compared

Roll by ADP Insider's Guide

Chat-based payroll app for very small US businesses

2.8 GPA

SimplePay Insider's Guide

South African online payroll with leave and self-service

2.8 GPA

BrightPay Insider's Guide

UK cloud payroll with HMRC submissions and auto-enrolment

2.6 GPA

ToolGPA

Choosing software? Every tool graded, every price dated.

Compare tools at toolgpa.com ›

Everything in this guide is ToolGPA's own summary of what Workday's pages, its app-store listings and public reviews said on the dates shown. Grades are our judgement under the rules at toolgpa.com/grades. Every grade, review and ranking on ToolGPA is our own judgement. No company can pay for a grade or change one. Workday is a trademark of its owner, and this guide is not made, paid for or approved by Workday, Inc. Prices and plans change: check workday.com before you buy.