**What is a staffing model?**

Staffing in Workday is driven by **staffing models**—each supervisory organization is assigned a staffing model that determines how workers are hired into that supervisory organization.

**What are Workday’s staffing model options?**

<table>
<thead>
<tr>
<th>Position Management</th>
<th>Headcount Management</th>
<th>Job Management</th>
</tr>
</thead>
<tbody>
<tr>
<td>A single position must be created for each new employee. One position is approved at a time.</td>
<td>A group is created with a number of allocated positions in which to hire employees. One headcount group is approved at a time.</td>
<td>No position quantity is defined. Increased flexibility, decreased control.</td>
</tr>
</tbody>
</table>

Yale will employ Position Management in most departments, extending the method to encompass **faculty, post docs, staff and temporary hiring**.

For additional information or questions about the Workday@Yale program, please visit the program website at [http://Workday.Yale.edu/](http://Workday.Yale.edu/) or email us at [Workday@Yale.edu](mailto:Workday@Yale.edu).
Workday Concept: Position Management

Position Management

- Position Management allows a manager (or their designee) to:
  - Request that an open or budgeted position be routed for review and approval
  - Request a new position
  - Change a position

- Reporting in this model will allow visibility of open positions
- Funding or costing for positions will be maintained in Oracle Financials until July 2016
  - After 2016, this feature will be activated in Workday

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