incubane

CLEAN

Data Quality for Workday

Find. Fix. Prove.



incubane

The only Workday *Innovation* Partner you will ever need.

50+	1,000,000+	100+
Customers	Workers using our apps	Countries

FIVE PRODUCTS ON THE WORKDAY MARKETPLACE

Security Plus

Governed role assignments, access reviews & audit evidence. Assign. Review. Prove.



360 Feedback

Multi-rater feedback cycles run end to end inside Workday.



AI Goals Management

AI-assisted goal drafting, alignment and review in Workday.



CLEAN, Data Quality for Workday

Finds, reports and corrects data quality issues across your tenant.



Continuous Education Tracker

Tracks certifications, credits and renewal deadlines per worker.



Data quality for Workday, run inside Workday

Five modules, adopted independently. No export, no external data store, no quarterly clean-up project.

1 Data Campaigns

- Target a population by hand or straight from rule exceptions
- Each person gets a Workday inbox task and updates via standard tasks
- Routing, reminders and escalation through a custom business process
- Done means data corrected, not task closed

2 Data Validation Rules

- Rule library: duplicates, missing fields, stale records, inactive locations still assigned
- Add your own rules, no code
- Run daily, weekly or on demand
- Exception list per record and per owner

3 Data Quality Dashboard

- Quality score by business unit, country and record type
- Trend over time and open exceptions by owner
- Campaign completion and audit history of every detection and fix
- Replaces the quarterly clean-up project

4 Data Fix Agent

AI-ASSISTED, HUMAN-APPROVED

- Drafts a correction for each exception, with its reasoning
- "Location X retired; suggest Z, used by 46 of 50 peers"
- A named data owner approves, edits or rejects
- Never applies a change itself

5 Governed Data Change

- Approved fixes become the right transaction: Change Job, Edit Position, Change Location
- Batches with per-record lineage back to the rule
- No direct writes: standard BPs, your security domains

WHY IT MATTERS

47% of newly created records have at least one critical error

3% of companies' data meets basic quality standards

Nagle, Redman & Sammon, Harvard Business Review

What do teams use it for?

Reporting you can stand behind

Headcount, cost and org reporting is only as good as the records underneath. Rules surface the retired location still tied to 50 workers or the position on the wrong cost centre before it reaches a board pack, an audit or a regulator.

Post-migration and M&A clean-up

Migrated and legacy data arrives with errors that BP validations never see, because those only check new transactions. Detective rules cover what already sits in the tenant, and Governed Data Change fixes it in batches with lineage to the rule.

Employee-owned data, actually confirmed

Emergency contacts, work locations, certifications. Campaigns route each request to the person who owns the data and track it until the record is corrected, not until the task is closed. Admins stop chasing; owners fix.

Continuous quality, not quarterly projects

One quality score by business unit, country and record type, trended over time, with open exceptions by owner. HR leadership manages data quality as a KPI instead of funding a clean-up project every quarter.

THE WORKDAY DATA QUALITY CHECK

Can you answer these in under a minute?

- ✓ How many workers sit on a retired location today?
- ✓ Who owns fixing a position on the wrong cost centre?
- ✓ How do you prove a data correction was approved?

If any answer starts with an Excel export, let's talk.

CLEAN vs standard Workday

CAPABILITY	STANDARD WORKDAY	INCUBANE CLEAN
Finding bad data already in the tenant	Custom reports, built and run by hand	✓ No-code rule library, scheduled, exceptions per record and owner
Preventing bad data on new transactions	BP custom validations	✓ Kept as is; CLEAN adds detection for legacy and migrated data
Requesting data from employees	Journeys and questionnaires, tracked as tasks	✓ Campaigns targeted from rules, closed when the record is fixed
Measuring data quality	Not native	✓ One score by business unit, country and record type, trended
Who fixes the data	Lands with the Workday admin	✓ Routed to the data owner, HRBP, manager or employee
Proposing corrections	Expert investigation	✓ Data Fix Agent drafts the fix with reasoning; a human approves
Applying corrections at scale	EIB and Mass Operation Management	✓ Batches through standard BPs with per-record lineage
Audit trail	Per transaction	✓ Detection → approval → change, per record

Workday prevents bad data on new transactions. CLEAN finds, routes and fixes what is already there, with proof.

Ready to see your data quality score? Book a live demo

How does it work inside Workday?

Runs on your existing security groups and business process framework. CLEAN governs record values, never tenant configuration.

One system of record

Rules, exceptions, campaigns and scores live in your tenant as Extend business objects. HCM data is read live through Workday APIs and reports. No external data store, nothing to sync.

Changes only through your BPs

No direct writes. Every correction runs as a standard Workday transaction with native routing, approvals and audit, inside your existing security domains.

AI optional, human always

Four of five modules use no AI. The Data Fix Agent proposes, a named data owner decides. It is registered in Workday's Agent System of Record.

Complements Workday's agents

Admin agents act on how the tenant is configured. CLEAN acts on what the records contain, and never touches configuration, security or integrations.

What's included: Core and Platinum

EVERY SUBSCRIPTION INCLUDES THE FULL APPLICATION	CORE	PLATINUM
Full application, all five modules	✓	✓
Regression tested every Workday release	✓	✓
Service level agreement	Standard	Enhanced, negotiable
Product roadmap input	1 vote	3 votes
Quarterly business review	Group session	1-1 with a Managing Partner
Implementation team	Delivery team	Delivery team + senior product team
Post go-live configuration support	On request	Up to 40 hours per quarter
Data Fix Agent	—	✓