

NetSuite vs Workday

Workday pairs HR with financial management. NetSuite pairs finance with everything else - inventory, CRM, commerce and operations.

Check out the side-by-side comparison to compare all the specs of NetSuite and Workday.

		
Platform type	ERP and advanced financial management platform	HR and financial management platform with planning add-ons
True cloud	100% multi-tenant cloud, running on Oracle Cloud Infrastructure	True multi-tenant SaaS, hosted on AWS and Workday data centres
Global reach	Operates in 220+ countries, 27 languages, 190 currencies	Available in 175+ countries, 37 languages. Strongest in North America and Europe
Scope & capabilities	Finance, inventory, manufacturing, CRM, projects and commerce in one system	Finance, HR and planning. No native CRM, eCommerce, manufacturing or WMS
Multi-subsidiary management	Native multi-company, multi-currency and multi-tax support	Multi-entity and multi-currency support
Operational depth	Full ERP across finance and operations on one platform	Finance and HR platform. Inventory, supply chain and operations via integrations
Industry best practices	Prebuilt workflows and leading practices across industries	Business Process Frameworks with pre-configured workflows.
User access & limits	Flexible user licensing across roles	Named-user licensing. Costs scale significantly with user count
Role-based access	Granular, customisable roles supporting segregation of duties	Role-based permissions with unified HR and finance security model
Market segment	Growing mid-market to enterprise businesses	Upper mid-market to enterprise, typically 1,000+ employees
Hosting	Hosted on Oracle Cloud Infrastructure (ANZ data centres)	Hosted on AWS and Workday-managed data centres. No dedicated ANZ data centres
Partner app store	SuiteApp marketplace comprising 700+ on-platform and integrated applications	Marketplace with partner-built integrations and Workday Extend apps
AI & automation	Embedded AI across workflows, reporting and planning with strong agentic AI roadmap	AI focused on HR and finance workflows. Agentic AI roadmap underway
Upgrades	Two automatic upgrades yearly	Two automatic upgrades yearly
Ease of customisation	Extensive customisation tools, including SuiteCloud platform	Limited. Business Process Frameworks can be edited but not built from scratch
Development	Native scripting engine for advanced development	Workday Extend for custom apps. Heavy coding required via side-by-side extensions
Business intelligence & data warehousing	Built-in analytics; enterprise data warehouse via NSAW (optional module)	Prism Analytics for cross-source reporting. Requires separate licence and specialist expertise
Dashboards & KPIs	Customisable, real-time, drill down dashboards across finance and operations	Finance and HR dashboards with drill-down
Native customisable reporting	Comprehensive reports, inc. budgeting, forecasting & complex models	Strong reporting engine but steep learning curve
Deployment	Requires partners to implement with rapid deployment options	Partner-led. No rapid deployment program
Platform expansion	Expand across the business without replatforming	Expand HR and finance modules. Operational capabilities via integrations
Multi-book accounting	Multiple accounting books within one system	Supports parallel ledgers for different accounting standards
Subscription billing	Supports complex billing models, revenue recognition and ASC 606	Native ASC 606 revenue recognition. Complex billing scenarios may need additional configuration
Inventory management	Native inventory, fulfilment and stock management	Basic internal inventory only. No advanced WMS, pick/pack/ship or demand planning
Warehouse management	Native WMS with picking, tracking and automation	No native warehouse management. Requires third-party integrations
Support	Global support with 24x7 coverage	Tiered support model. 24/7 for critical issues. Heavy reliance on implementation partners

Interested in learning more about NetSuite?

Get in touch with the business system specialists at Annexa.
sales@annexa.com.au | 1300 994 550 | annexa.com.au

