Workforce Analytics

A cloud solution, Visier® Workforce Analytics unifies all your data, from unlimited sources, and provides answers in seconds to hundreds of core and strategic workforce questions. The result is better people decisions that lead to improved business results.

**Unify your workforce data**
- Bring in workforce data from unlimited sources
- Avoid the cost and risk of data warehousing
- Clean your data quickly, with ease

**Deliver self-service analytics**
- Rapidly answer workforce questions
- Deploy analytics enterprise-wide
- Empower leaders with insights on-demand

**Predict and shape the future**
- Foresee future workforce issues and events
- Compare your data to industry benchmarks
- Receive automatic notification of outliers

**Share and collaborate**
- Easily create dashboards and reports
- Update automatically with latest data
- Drill down from overviews to detailed findings

**Get to Results Quickly**
- Implement in four to eight weeks
- Remove data and reporting bottlenecks
- Receive enhanced capabilities every quarter

**UNIFY YOUR DATA**
- Bring in workforce data from unlimited internal and external sources
- Avoid the cost and risk of data warehousing
- Get answers from your data in four to eight weeks
- Upload multiple organizational hierarchies
- Clean your data quickly, via an easy, clean-as-you-go process

**EASILY SEGMENT YOUR ANALYSIS POPULATION**
- Access your data by multiple dimensions, including by:
  - Organizational structure
  - Location
  - Timeframe
  - Employee characteristics
- Analyze your filtered results instantly – no waiting on queries

**COMMON DATA SOURCES**
- Workday®
- PeopleSoft®
- SuccessFactors®
- ADP®
- Cornerstone On Demand®
- Taleo®
DELIVER SELF SERVICE ANALYTICS
- Guide non-analyst users through hundreds of analytics by HR topic
- Gain quick insights through intuitive metric overviews
- Click to zoom in on interactive visualizations
- Access detailed views to explore best-practice pre-built analytics
- Accelerate comprehension via the straightforward question and answer format

ENABLE RAPID AD HOC ANALYSIS
- Enable analysts to answer complex questions in seconds
- Perform rapid data filtering, metric selection, and visualization
- Easily switch measurement approaches to match your needs
- Compare results over time, by different employee groups, or to internal or external benchmarks
- Compare multiple analytics to each other
- Generate interactive visualizations automatically
- Interact with visualizations on the fly: filter the population set a group as a baseline; or add benchmarks

PERFORM PREDICTIVE ANALYTICS
- Identify who is at risk of leaving your organization
- See the employee characteristics that are influencing resignations, promotions, salary changes, and more
- Understand your outliers, automatically identified by Visier Workforce Analytics

PRODUCE AUTOMATED VISUAL REPORTS
- Create unlimited visual reports with ease
- Add analytics and visualizations via a simple “click and capture” process
- Choose to auto-update your reports to the latest data
- Securely share online reports across the enterprise
- Optionally download as Microsoft® PowerPoint® presentations
CREATE AND SHARE DASHBOARDS
- Create unlimited custom dashboards with ease
- Share them enterprise-wide or keep for personal use
- Easily add metrics to a dashboard
- Optionally lock each metric to a specific population
- Optionally Traffic Light based on a range of options including time, benchmarks etc.
- Instantly explore dashboard results through easy navigation to a more detailed analysis view

EXPORT DATA
- Export detailed lists of employees directly from visual answers or online slideshows/reports
- Export detailed lists of employee populations from Metric Explorer
- Block, at an Admin level, what data cannot be exported e.g. salaries

ENSURE DATA PRIVACY AND SECURITY
- Automatically assign data access rights based on user roles
- Set roles by individual or groups
- Hide sensitive data (such as HR salaries from HR users)
- Manage security within the application to make sharing analysis simple and safe
- Rest assured end users will only see data they are authorized to see

ACCELERATE ADOPTION OF ANALYTICS
- Experience an intuitive user design that shortens the learning curve
- Access helpful tooltips and definitions throughout
- Click to review detailed descriptions of specific metrics

SEE RESULTS IN 4-8 WEEKS
- Start analyzing your data within 4-8 weeks
- Skip time-consuming and risky data warehousing efforts
- Avoid integration work and IT bottlenecks
- Enable single sign-on
- Receive new product capabilities and innovations every quarter

JOIN THE VISIER COMMUNITY
- Access round-the-clock access to help articles, product documentation, and on-demand training
- Collaborate with other Visier users to share best practices and lessons learned
- Submit ideas to help share the future of Visier products

From insight to action. Visier Workforce Analytics provides the insights you need to make fact-based decisions about your workforce. Visier Workforce Planning enables you to develop workforce plans based on your latest workforce data. This ensures you develop plans based on a single source of the truth, and allows you to connect insight to action by monitoring the variance of the plan to actuals over time. As a result, you can plan more accurately and efficiently.