

Guide

People Analytics Software Comparison Guide



visier[®]

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The challenges of demonstrating business value

Many organizations are rich in workforce data—which is continuously expanding—but don't have the necessary tools to switch up strategies and boost employee well-being, engagement, and productivity. This makes it difficult to prove HR's value creation and illustrate the workforce's impact on the financial performance of the business.

When you unite people and business data to support decision-making, you'll get an undeniable competitive advantage. Investing in people not only drives engagement but also enhances overall productivity, giving you a competitive edge in a dynamic market.

Unfortunately, most organizations still focus on short-term cost control measures instead of long-term workforce planning. Lower costs, though, make you miss out on the added benefits of an established and maintained high-performance talent ecosystem.

One of the big challenges in workforce analytics is the lack of compatibility between people data and business data. Without an effective way to link workforce decisions directly to business outcomes, people decisions are more difficult to assess.

The future for handling this lies in AI-enabled people analytics solutions, which give real-time workforce insights that leaders can act upon to inform their strategic decisions. You can use these to uncover insights into hidden patterns, predict workforce patterns, and provide prescriptive recommendations, thus improving business outcomes.

For example, a [global retailer](#) was facing workforce challenges that hindered revenue growth and operational efficiency. Without a streamlined way to connect workforce investments to sales performance, the company struggled to make informed decisions that could drive revenue growth and improve operational agility.

By partnering with Visier, the retailer gained access to a dynamic analytics platform designed to bridge the gap between workforce management and business outcomes. Business leaders were able to use Visier's intuitive interface and customizable dashboards to quickly interpret data and make informed decisions based on real-time insights into sales team productivity and effectiveness.

AI-driven analytics is changing how organizations understand and respond to workforce dynamics.

Such solutions give organizations deep insights into labor market trends, employee engagement, workplace safety, productivity, and more—providing predictive and prescriptive analytics that are more than just reporting practices. By proactively addressing workforce challenges, you can significantly improve employee performance and productivity while reducing operational inefficiencies.

According to [Deloitte's ongoing research](#) tracking the state of artificial intelligence (AI) within the enterprise, organizations with high-gen AI expertise are adopting AI faster, gaining trust, and increasing investment as they scale early benefits from their experiments.

With so many inflation-driven shifts in hybrid work dynamics and/or labor shortages, organizations must move from executing to transforming, using AI-enabled people analytics, to stay agile and relevant. Automation and machine learning (ML) capabilities also empower organizations to execute workforce strategies at speed.

There's a critical need to better understand what data is relevant based on the outcomes that need to be achieved. Many organizations are turning to a dedicated people analytics solution to help accelerate their analytics journeys and give HR more bandwidth to focus on developing effective people strategies and initiatives.

77%

of companies feel unprepared to manage AI-related risks

68%

of CIOs highlight that unifying their data platform for analytics and AI is essential

35%

of companies say that developing a strong business case for AI infrastructure is their main focus

A data-driven culture requires systemic people analytics

People drive organizational effectiveness, impacting business performance, productivity, and the bottom line every day through their work outputs, actions, and decisions. While most organizations have the necessary data to provide critical people insights across the business, they don't know how to transform it into actionable, self-serve insights.

Many organizations find it difficult to evolve from basic reporting to true analytics and insights despite significant HR tech investments. Traditional data schemas struggle with the dynamic nature of people data and traditional BI tools are only capable of static operational reporting, limiting the insights teams can deliver.

How leading teams use Visier to drive impact

See examples of how teams are using Visier's platform to connect and analyze data from tools like Salesforce, ServiceNow, and Gong alongside people data to make business decisions.

[Browse the Builder Showcase](#)

Josh Bersin notes that to operate effectively, HR teams need an integrated platform that brings all the data together in one place, makes it easy to access, and defines it in a way that analysts, business partners, and line managers can understand it. Bersin calls this systemic people analytics.



"With out-of-the-box systemic analytics that connects to existing systems, organizations don't have to bog down their IT departments and can quickly **leverage a systemic HR operating system**. This results in users throughout the business—line managers and business partners and HR people—**having immediate access to data insights while HR analysts are now freed up to do better and more detailed business analysis** than they ever could before."



Josh Bersin
Founder & CEO
The Josh Bersin Company

Systemic People Analytics

THE OLD WAY	THE NEW WAY
Siloed HR • Replace your HRMS • Try to build a data lake specialized for people data • Configure data ecosystem for securing sensitive people data • Establish and maintain people governance • Use a BI tool as the visualization layer • Scale appropriate role-based access to key insights for managers • Reconfigure analytics stack with changes in org or technology	Systemic HR • Securely consolidate data from a variety of sources, even as they change • Start with a configurable model and content • Feed timely, calculated metrics to analytics teams across the org in their tools of choice • Full data and analytics lifecycle control to manage change in org or tech with power to revert if needed • Built-in enterprise grade security with role-based permission access control

Why HR needs its own analytics platform

The nature and complexity of people data make implementing people analytics across large organizations very difficult. People data is composed of a wide variety of data types, comes with critical security and privacy responsibilities, and is exposed to the complexity of human behavior.

Purpose-built people analytics platforms are designed to handle the complex, nested, historical, and sensitive nature of people data. The table below shows the challenges of using alternate approaches.

APPROACH	CHALLENGES	BENEFITS OF A DEDICATED PEOPLE DATA PLATFORM
SPREADSHEETS	Spreadsheets have a 90% error rate and it's difficult to manage version control. Accumulation and consolidation of data is manual and arduous.	Unify all HR data for a complete picture of workforce health. Data access can be limited to individualized roles and aggregated to ensure sensitive employee data doesn't face wrongful exposure.
GOOGLE SHEETS OR SMARTSHEETS	Google Sheets/Smartsheets offer a bit more control than spreadsheets, but are limited in their ability to integrate with other data sources.	A purpose-built solution brings together people data for a complete picture of the health of your business from every data source.
HCM ANALYTICS	HCM systems architecture is not built for analytics. As a result, they can only deliver basic reporting such as headcount totals.	Comprehensive analysis with the ability to pull in all your workforce data. Built-in ability to drill down and slice and dice charts to gain additional insights into correlations and causations.
BI TOOLS	BI tools such as Tableau and PowerBI lack predictive and prescriptive analytics, benchmarking data, and a content layer to provide contextual insights to enable easy interruption. Security is often a challenge when distributing dashboards, and metrics are usually aggregate-level only (as opposed to aggregate or detailed). Extremely large datasets or complex visualizations sometimes slow down rendering, resulting in user frustration.	Scale insights to thousands of users securely based on their roles. Run scenarios before taking action. A content layer provides the necessary context users need for actionable insights.
CUSTOM OR HOMEGROWN SOLUTION	Custom and homegrown solutions are usually one-and-done projects that don't fulfill HR's evolving needs in a timely manner. At some point, these systems are unable to scale, especially with the extensive proliferation of HR data (e.g. badge scans to monitor the impact of a hybrid workforce).	Faster time-to-value. Continuous innovations and enhancements, including generative AI, to further democratize people data and support new and evolving use cases for the HR team that have a direct impact on the business.

Securing stakeholder buy-in is essential

People analytics enables business leaders and people managers to make data-informed decisions at every stage of the employee lifecycle—from hire to offboarding. Successfully implementing a people analytics solution typically requires developing a thoughtful change management plan and shifting to a data-driven mindset.

To encourage organization-wide interest and adoption of people analytics, it's imperative to get buy-in from the CHRO or Chief People Officer and ensure alignment with other key leaders.

A [Gartner survey](#) reveals that the HR technology buying process is fragmented, involving many stakeholders outside of HR and ultimately resulting in lengthy buying cycles and high purchase regret. According to [Aptitude research](#), 72% of enterprises are dissatisfied with their current people analytics solution. To avoid buyer remorse, it's important to have a clear vision of how workforce insights will be tied to your business strategy and KPIs from the start.

Gaining alignment from key stakeholders on your people analytics solution leads to faster deployments and better outcomes for them. That's why it's so critical to form your buying committee as early as possible.

Begin by selecting an executive sponsor, typically someone like a People Analytics leader, HRIS/HRIT leader, or HR executive (such as a CHRO or VP of People). This person sets the goals, HR metrics to track, use cases, data usage policies, and implementation timelines.

With numerous stakeholders involved, it's important to identify the solution sponsors, decision-makers, champions, and consultants who should be part of the people analytics buying committee to ensure the right solution is chosen. Establishing clear goals early on helps drive consensus among the buying team.

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“When evaluating people analytics platforms, **it's important to create a very strong business case.**

The second is getting buy-in from the executive team and nominating a sponsor. Third, it's critical to determine what business problems you are trying to solve and assess if the vendor has the right capabilities that align with your desired outcomes.”



Sameer Raut
Vice President, HRIS
Sunstate Equipment



People analytics drives business success and team productivity

In recent years, there's been a shift from HR as a support function to HR as a force multiplier on talent. HR leaders are no longer working alone as they're now strategic partners in driving organizational success. With the right data, HR can deliver actionable guidance to the business to move the needle in big and bold ways. Achieving this requires the right tech stack.

Many organizations spend scarce time and resources on manual analysis rather than strategic decision-making. A dedicated people analytics solution can accelerate analytics journeys and access much-needed. These would allow HR to be a more strategic partner for other business leaders and drive outcomes through their teams.

See how Visier's people data platform works

Explore the Developer Docs to understand the platform, get hands-on with tutorials, and discover how to integrate, manage, and deploy your data-driven solutions.

[Start with the Platform Overview](#)

Implementing a people analytics solution might seem daunting or costly, but it doesn't have to be. The key to a successful implementation lies in clearly defining desired business outcomes and getting stakeholder buy-in. Consider the functionality business users will need to investigate and solve workforce challenges. It's also essential to factor in the amount of work required to integrate and maintain the solution. Here, we offer practical tools, tips, and a scorecard to help you evaluate people analytics software and make the best choice for your leadership team.



5 considerations for choosing the right analytics platform

When you're evaluating people analytics platforms, compare vendors' existing capabilities and functionalities and consider what their long-term roadmap looks like—including artificial intelligence (AI) and machine learning (ML) approaches. Here are five key considerations and questions to ask each vendor.

1. Data handling and scalability

Ensure the platform can handle source system changes, including custom ones or new system additions. Additionally, understand if the system can handle increasing data volumes. Performance and user experience issues can negatively impact usability and adoption.

Questions to ask:

1. How efficiently can the software handle changes to source data?
2. Have any of your enterprise customers experienced performance issues with large datasets?
3. Are you able to offer a fully interactive analysis experience?

2. Enterprise complexity and flexibility

The platform should support complex workflows tailored to unique enterprise requirements and have prebuilt connectors for integrating HR and business data from various sources into a unified model. It must also prioritize strict security measures to protect customer data from wrongful exposure and comply with data protection policies like GDPR, PIPEDA, and CCPA. It must also guarantee that sensitive data can only be accessed by the people within the company who have the right permissions.

Questions to ask:

1. Can the platform seamlessly integrate with other systems and extend into the broader business technology ecosystem?
2. What type of third-party audits are conducted?
3. What's the vendor's data protection policy?
4. How are users authenticated in the system?
5. Is there single-sign-on and authentication that complies with our internal enterprise security policies?
6. Are there prebuilt connectors with HR and business data sources to ensure a seamless data ingestion process?
7. Is there a data out export feature to seamlessly send people data and metrics to downstream systems?

Secure data, down to the detail

Learn how Visier's permission-based security model gives you precise control over data access, including how historical data is managed and protected.

[Learn more about data access and permissions](#)

3. Long-term partnership focus

Implementing a people analytics platform typically requires change management and a shift in mindset, which can be difficult and result in rollout delays. To set your team up for ongoing success, work with a vendor that understands people analytics best practices, is knowledgeable about the most common questions HR leaders ask, and can support your organization with internal process changes.

Questions to ask:

1. Will we have access to ongoing guidance on people analytics best practices from a dedicated Customer Success Manager or account representative?
2. Do you offer a clear path or maturity model to help enhance my organization's level of people analytics sophistication over time?
3. Do you support change management within my organization? If so, how?

4. Customer validation

Vendors should be able to demonstrate a track record of success with a range of enterprises across industries. Look for case studies, product reviews, and testimonials from customers to gauge how the platform might work for your organization.

Questions to ask:

1. Can you provide case studies or testimonials showing actual business benefits from customers?
2. Are there third-party studies or customer reports on the ROI of using this solution?
3. Can we speak directly with any of your existing customers?
4. Are there services or programs available to connect us with peers in your customer community?

5. Ongoing innovation and a strong product vision

A forward-thinking product roadmap and vision are crucial to meeting the evolving needs of business leaders, especially with AI and ML advancements.

Questions to ask:

1. How is AI transforming the HR function and business as a whole, and how does your product align with these changes?
2. How will your product roadmap support our people analytics goals and AI-driven insights?
3. How often do you release AI-powered features and enhancements?

Learn how Visier uses AI and ML

See how you can use Visier AI to generate dynamic analyses about your organization, such as risk of resignation and recent turnover.

[Read the docs:](#)
[AI Insight Analyses](#)

AI-driven analytics that deliver people-focused insights

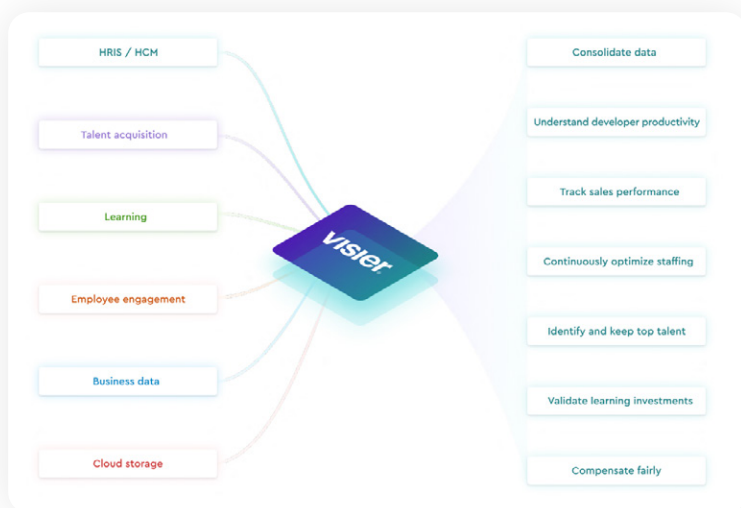
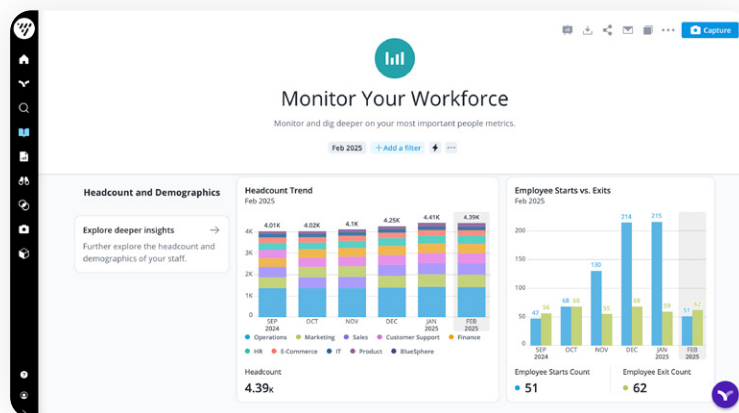
Visier delivers an end-to-end, AI-powered people data platform that seamlessly integrates people data and work data, providing business leaders with always-on workforce intelligence. From foundational analytics to advanced AI-powered insights, Visier's solutions eliminate complexity, enabling real-time decision-making that gives organizations a Workforce AI Edge.

Visier People®

Visier People is a powerful and proven AI-powered solution for building, scaling, or extending your workforce analytics practice. **Visier People** provides an extensive library of prebuilt applications you can access for immediate insights into your workforce.

Key features:

- Unifies data from multiple HR, finance, and business systems
- Automates workforce analytics and reporting
- AI-optimized for deep insights, with enterprise-grade security



Visier People® Extend

Visier People Extend allows businesses to customize and scale workforce intelligence, which is ideal for organizations wanting to develop analytics to meet their unique needs. The solution supports extensive integrations that enable organizations to evolve their analytics practice by using custom models and dashboards.

Key features:

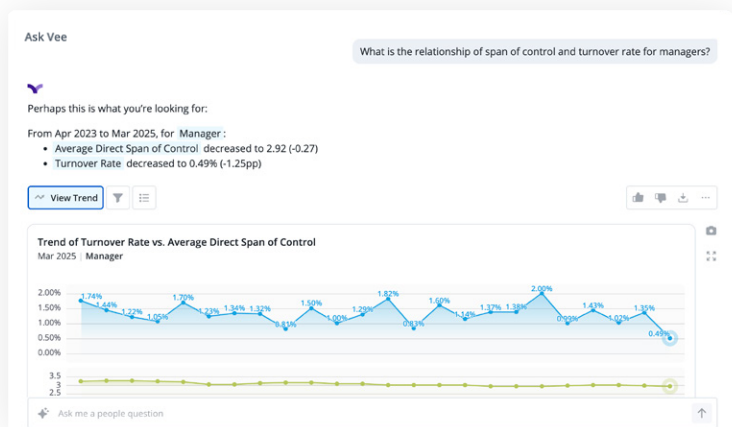
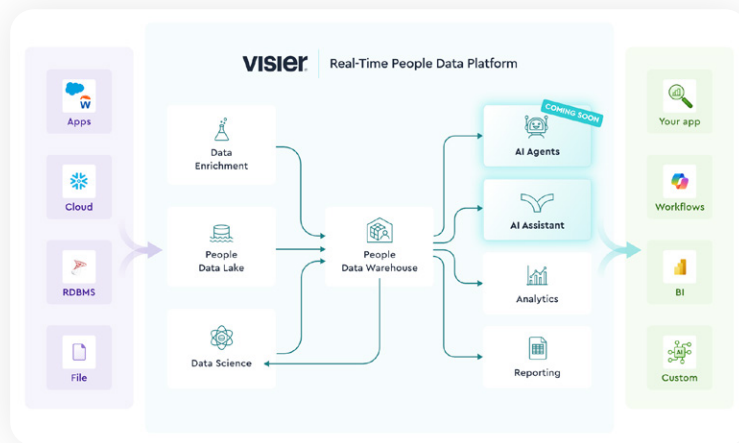
- Completely customizable analytics that fit unique business needs
- Scalable data modeling capability to keep pace with evolving workforce strategy
- Enhanced connector and integration options with many of external systems

Visier's people data platform

The central component of Visier's AI-powered ecosystem is its people data platform. Engineered to combine different data sources into a unified whole, it allows organizations to easily ingest, store, and model structured and unstructured information without manual data integration.

Key features:

- Combines people data sources with HR data, finance data, sales, and operational data into a single 360-view
- Provides real-time data-based insights to uncover insights into workforce trends
- Enables predictive analytics so organizations can understand when challenges may occur and prevent shocks before they happen



Vee by Visier®

Vee is Visier's AI digital assistant that uses natural language processing to deliver fast, accurate answers to users most pressing workforce questions.

Key features:

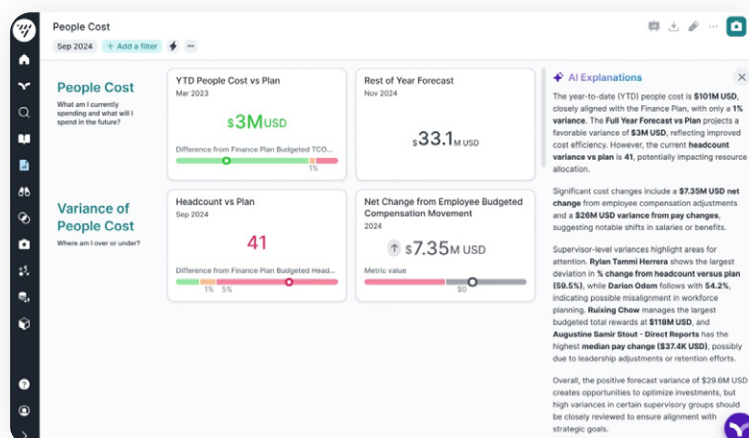
- Offers instant answers to important workforce inquiries
- Automates standard analytics and frees up time for analytics teams
- Connects within Microsoft Teams and Office products
- Is governed by Visier's role-based security model at an enterprise level

Vee Boards

Vee Boards are AI-assisted dashboards that surface important insights, trends, and recommendations to help leaders address workforce challenges with data-driven certainty.

Key features:

- Give leadership visibility into how talent movement and compensation impact P&L
- Use AI to highlight areas of concern and offer smart recommendations
- Support decision-making with strategic insights without significant manual analysis



Capabilities assessment scorecard

For each functionality, assess its importance and evaluate how well the software vendor can meet your needs using the scoring criteria below. After evaluating all features, add up the scores. Focus on features with the highest scores as these are most critical to your organization. Ultimately, you want to choose a vendor with top scores in the areas your buying committee cares about the most.

SCORING CRITERIA

LEVEL OF IMPORTANCE

HIGH	Feature is essential to your HR objectives and business goals
MEDIUM	Feature is highly desirable, but not essential to the organization's objectives
LOW	Feature is optional and will not be a blocker to success if it's not met
NOT REQUIRED	Feature is a nice-to-have

Use this table to rate each feature based on its importance to your organization. This helps prioritize the features you need most.

FEATURE SCORE

4	Feature is highly developed
3	Feature is adequate
2	Feature is sub-optimal/poor
1	Feature or functionality is not available and is not on the roadmap for at least 6 months, or level of functionality is unknown.

Use this table to score each feature based on how well it meets your needs.

Capabilities assessment

Questions to ask	Importance of functionality	Level of importance	Feature score
ANALYZE & DISTRIBUTE INSIGHTS			
Can the software perform time series analysis to track the entire history of an entity, such as an employee or a requisition?	Provides a comprehensive view, such as an employee's entire journey or the entire hiring process, rather than just a snapshot.		
How detailed is the analysis of changes supported? For instance, is it daily, monthly, or fully granular?	Allows viewing a detailed timeline of events, like when an employee is promoted.		
Does the system recognize organizational hierarchy changes?	Essential for managing HR data with multiple hierarchies and frequent changes, such as department mergers, new locations, or updates in reporting structures.		

Questions to ask	Importance of functionality	Level of importance	Feature score
Does the software provide analysis for groups of people sharing a common point-in-time trait with the ability to track that cohort over time?	Enables trend analysis of cohorts over time, such as newly hired employees or women managers promoted in a certain year.		
Are prebuilt people analytics analyses and visualizations ready to use upon data upload? Can they be customized and extended?	Prebuilt content enables quicker adoption and value realization by eliminating the need to design and build dashboards and visualizations from scratch.		
Can HR teams use the software to forecast workforce performance and run "what-if" scenarios?	Predicting outcomes before changing strategies, spending, or allocating resources can improve decision-making efficiency.		
Are benchmarks part of the software? If so, and how large and diverse is the dataset?	Assists your organization in benchmarking against industry standards to define what good looks like.		
Is AI-powered search available out-of-the-box?	Pre-configured solutions cover most use cases, accelerating user adoption.		
Does the platform enable you to configure the attributes used in AI-powered calculations?	Guarantees that the metrics align with your organization's definitions.		
Subtotal			
MAP & MANAGE PEOPLE DATA			
How does your platform process and standardize data from different sources?	Understanding how data is combined and analyzed into insights is crucial to ensure it aligns with your data governance and management approaches. Knowing the limits of the types of data you can import is essential, as it affects analytics outcomes.		
Are there limits to the number and types of sources you can integrate and consolidate?	As your analytics needs expand and you cover more use cases, you'll need a system that supports multiple data sources.		
Does the system automatically validate incoming data for anomalies as it is loaded?	Identifying data issues before they go into production helps minimize errors, enhances user satisfaction, and boosts confidence in your data.		
Does the system enable you to combine HR and business data?	Allows you to understand the influence of your workforce on revenue or other key performance indicators (KPIs).		
Is there a feature to report on the quality of data?	Enables you to flag and fix data discrepancies and improve the integrity of data in source systems.		

Questions to ask	Importance of functionality	Level of importance	Feature score
Can you modify and extend the underlying data structure?	When business changes occur, like mergers or reorganizations, you may need to adjust the data model and incorporate new information.		
Can we create new logic and metrics and extend the data model?	Ensures you can report on the metrics and KPIs your organization tracks.		
Subtotal			
CHANGE & LIFECYCLE MANAGEMENT			
Does the platform have a user interface for managing projects, deploying updates, adding new data, and setting up users?	Simplifies the entire lifecycle management process, making it faster and more secure. This minimizes errors, downtime, and interruptions for users.		
Subtotal			
SECURE & ADMINISTER			
Does your solution follow enterprise-grade security policies and protocols, such as SOC II and data encryption?	Robust security practices should be in place to protect your sensitive people data from wrongful exposure.		
Can we customize user permissions with precise control, ranging from no access to detailed or aggregate-only views of data and content?	Ensures only those that need to view certain content or data have access.		
Does your solution offer single sign-on (SSO)?	Allows users to log in with their existing corporate credentials, a common requirement of enterprise IT teams for software adoption.		
Are dynamic role-based permissions available? For example, can we assign specific access rights to all customer-facing staff across various job titles?	Ensures faster set up and rollout of insights without the need for frequent permission updates due to role changes. Creating one user group and assigning dynamic permissions is much more scalable than assigning individual permissions.		
Does the system have the ability to securely deliver analytics to users via email?	Enables easy distribution of insights to users across the business.		
Is it possible to secure user access to data at the following levels: • Row-level data access • Aggregate data access • Access to specific datasets and metrics • Permissions for actions within the analytics platform, like creating and sharing analytics	Provides assurance that correct data access is provided for the intended users.		

Questions to ask	Importance of functionality	Level of importance	Feature score
Can user access to calculated, grouped, and aggregated data be secured?	Enables you to define varying access levels—on top of data access controls—for calculated and aggregated data through specific content packages.		
How does the system ensure AI/ML features are securely implemented?	Helps you understand the security protocols for protecting sensitive data, especially when AI or ML technologies are enabled.		
Subtotal			
USER EXPERIENCE			
Is the interface user-friendly, reducing the need for extensive training?	The interface should be easy for all users, from infrequent business users to HR business partners (HRBPs) to people analytics teams.		
Can users easily search for relevant content?	Users need the ability to see results in their preferred way. For example, a user might need to slice and dice information on the fly, like applying filters for specific age ranges.		
Is there explanatory text provided with analyses to provide context and links to supporting resources?	Contextual explanations help users, especially non-HR staff like managers, understand the analysis.		
Can users access data and metric descriptions within the app?	Access to data descriptions helps users understand what they're seeing and which values to use.		
Does the platform support applying new visuals to existing analytics?	End users require the ability to customize visuals for presentations.		
Are users able to save ad-hoc analytics to use or share later?	Saving ad-hoc analyses provides flexibility for users to interpret results later.		
Can users create analytic stories and dashboards with embedded context and links to other resources?	This functionality assists with developing the storylines and themes from the data.		
Are users able to ask questions in plain language and get the answers they need?	Determines how effectively the AI engine works to deliver insights.		
Subtotal			
SERVICES			
Do you provide best practices, phased implementation, and the ability to add use cases when our organization is ready?	Boosts solution confidence without needing a massive rollout.		

Questions to ask	Importance of functionality	Level of importance	Feature score
Do you offer ongoing training, like an online university, to ensure our team's success?	Continuous training enhances adoption rates and user satisfaction.		
Is there 24/7 technical support available?	Ensures analytics support around the clock.		
What level of support is provided for analyses, including custom analyses?	Ensures users can run any type of analysis and will receive support if they run into a problem.		
What is the pace of innovation? How frequently are new features, content, and datasets added to the data model?	Helps your team understand whether the vendor has regular releases and is keeping pace with market needs.		
Do you provide ongoing content maintenance, add new metrics, and configure concepts?	Ensures the solution will evolve to align with the needs of your business.		
Do you offer a customized rollout plan?	Ensures the implementation will match your organization's specific needs.		
Can you access online training and materials for administrators, data analysts, and end users?	Provides ongoing learning opportunities to level up of your team's analytics capabilities.		
Is there an online community dedicated to success in workforce analytics and planning, including resources that directly support your successful adoption?	A group of like-minded HR professionals to connect with ensures continuous learning.		
Is a customer success manager assigned to our organization?	Ensures admins and users will gain ongoing value and can expand the insights available to business leaders.		
Subtotal			
TOTAL			

People analytics drive business impact

+85%

Kong Inc. saved time and money while getting an 85% retention rate.

Top 10%

Standard Bank improved ESG reporting, elevating its rankings to the top 10% of companies globally.

50%

Sunstate cut turnover by 50%, stabilizing business operations, and ensuring they could meet customer demand without disruption.

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"We were able to establish a global standard for how things would be calculated and used. We were doing some people analytics within the organization prior to going live with Visier. But we were doing it in regional pockets or location-specific pockets, and everybody was doing something slightly different...we relaunched with very specific things that people were asking for, and had a clear line of sight into how they were going to be used."

Steven Piperno

Head of Global Workforce Analytics
FIS Global



Conclusion

People analytics are now a business requirement—not a nice to have. Once you've invested in AI-based people analytics, you'll understand your workforce better, make strategic decisions, and create measurable outcomes for the organization.

The differentiator comes down to choosing the solution that aligns with strategic objectives, integrates easily into existing systems, and provides insights that empower HR and business leaders to make informed decisions.

Here's a recap of what to consider when choosing people analytics software:

- People analytics help organizations use data to make informed decisions to increase productivity, engagement, and organizational outcomes.
- AI-driven intelligence drives transformation allowing you to uncover trends, predict workforce behaviors, and prescribe actions.
- Stakeholder buy-in ensures smoother implementation and maximum impact.
- Generic BI tools can't handle complex people data as well as dedicated people analytics platforms.
- When assessing people analytics software vendors, look for solutions with extensive data capabilities, strong security, plenty of integrations, and functionalities that will grow together with your business.
- Visier's Workforce AI Edge helps you handle rigorous data processing by integrating real-time people data, AI-powered insights, and predictive analytics.

[Get a demo](#)

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"Every time that we are being more efficient with our workforce, getting more time back for a leader, helping a caregiver at the bedside feel more engaged and feel fairly paid, that translates to better health outcomes for the communities that we serve."

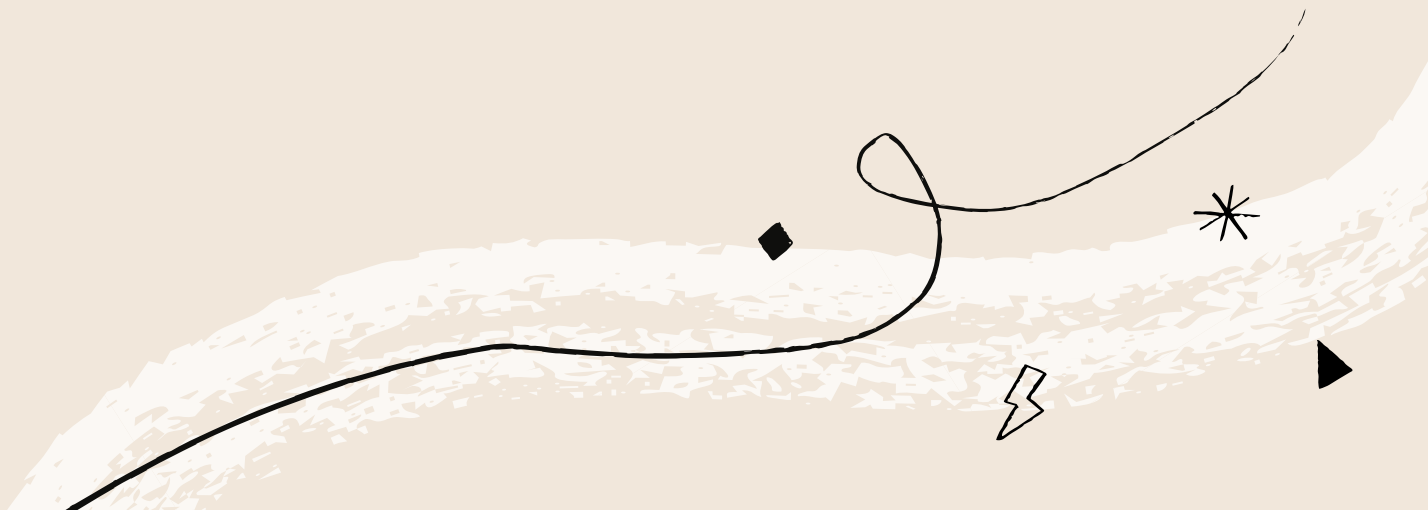
Gary Russo

Executive Director of Workforce Intelligence, Providence Health and Services

About Visier

Visier Workforce AI is the context foundation for talent management. The Visier Workforce Intelligence Platform turns scattered, sensitive people data into one governed understanding of the entire workforce, so organizations can understand, plan, and activate all of their talent priorities in one place. More than 85,000 of the world's most complex organizations, including Ford Motor Company, eBay, Experian, and Domino's Pizza, rely on Visier's over 16 years of workforce domain expertise, ranked #1 in vendor satisfaction and user experience for three consecutive years by the Sapient Insights HR Systems Survey.

Learn more at Visier visier.com.





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