visier®

Visier Embedded Analytics

Build a culture based on the voice of your employees

Get a pulse of your people and what engages them

Today's employees are looking for more than money—they want fulfillment, career development, and balance. Unhappy workers cost businesses a lot of money. Employees who are not engaged or who are actively disengaged cost the world $7.8 trillion in lost productivity - that's equal to 11% of global GDP[1]. Your customers want to correlate the effectiveness of their programs to workforce sentiment but without the right data they are blind to worrisome drops in engagement.

How Visier helps your customers shape an engaged culture with feedback

Our platform is built to aid organizations in achieving valuable business outcomes with actionable measurement at the fingertips. Employee engagement feedback gives insights on burnout, manager effectiveness, workload, safety, and many other variables. Prebuilt analyses guide users on analyzing employee engagement data that provide insights on impact and themes of engagement scores that are critical to improving performance in all areas of the business.
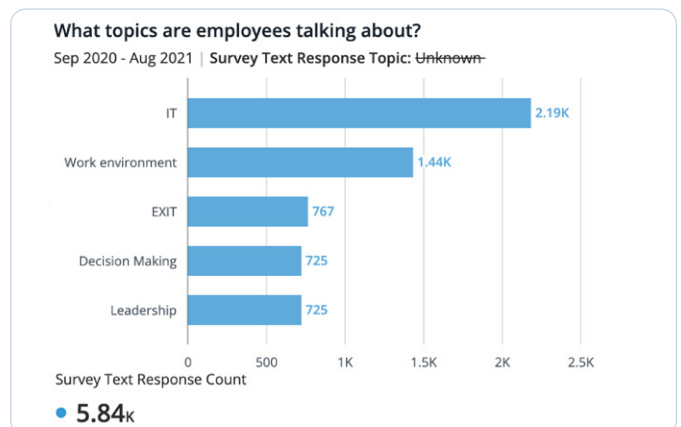
Your customers will be able to:

- Understand whether and how engagement scores are related to workforce patterns and employee outcomes
- Increase employee engagement to improve business performance
- Explore the drivers of engagement and their impact on the organization
- Analyze employee qualitative sentiments by categories or connotation

Answer your customers' burning questions

What topics are employees talking about?

Understand the main topics of concern amongst employees to pinpoint the areas to address and improve in the short and long term.

What topics are employees talking about?
Sep 2020 - Aug 2021 | Survey Text Response Topic: Unknown

Topic	Survey Text Response Count
IT	2.19K
Work environment	1.44K
EXIT	767
Decision Making	725
Leadership	725

• 5.84K

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1   The World's $7.8 Trillion Workplace Problem. Gallup. gallup.com/workplace/393497/world-trillion-workplace-problem.aspx
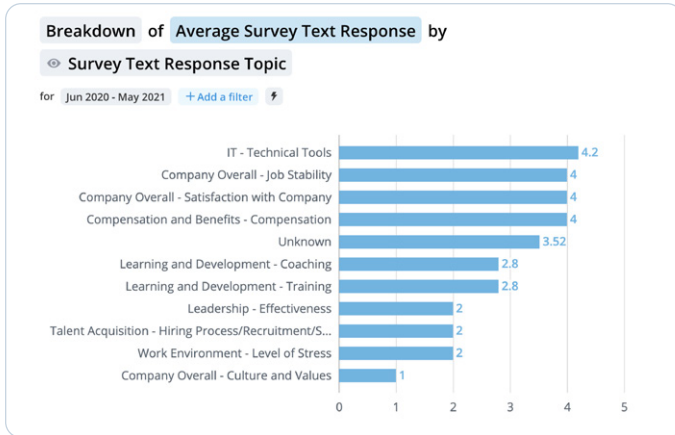
How do employees feel about work?

Visualize the average sentiment score per topic based on employee responses. Break it down further by different teams and locations to understand trends amongst groups.

How do employees feel about certain issues at work?

Review the difference between positive sentiment responses and negative sentiment responses to understand where the company has excelled and the biggest concerns of the workforce.
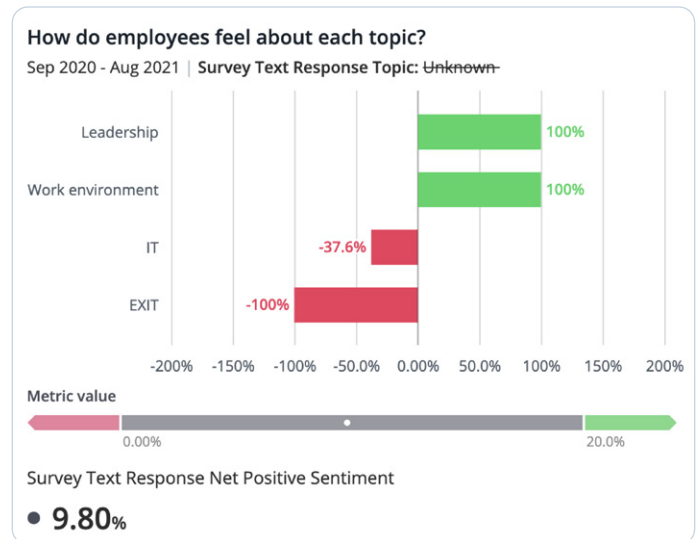
Engagement data that powers talent management insights

Analyzing engagement surveys with what's actually happening can help your customers make data driven decisions. Answer the question of why such as why is engagement score higher for some parts of the organization and not? Why do some demographics report different experiences? Identify the outliers and whether there are any correlations that can help paint a better picture of what's going on.

Topic	Example Metrics	Example Insights
Surveys	Engagement Overall Score	What topic areas do employees feel positively about?
	Survey Events Completion Rate	What topic areas do employees feel negatively about?
	Survey Events Respondent Rate	Have engagement scores improved after implementation of employee initiatives?
	Employee Survey NPS	
	Survey Text Response Count	Does overall engagement vary by employee gender?
	Average Survey Text Response Sentiment	What areas do we need to address and focus on this quarter? How have these areas changed during the year?

More data drives better business outcomes

If your product supports data beyond employee engagement, customers can get a more holistic view that goes beyond the scores provided. Visier can help customers analyze their workforce to better understand how different outcomes affect how an employee feels about the company and certain topics of interest.

By loading HRIS data, customers can evaluate whether certain groups of employees are well supported and where in the employee lifecycle can be better improved for higher productivity and reduced turnover.

Topic	Example Metrics	Example Insights
Promotions	Employees with Promotion Rate	Do promotion rates affect overall engagement? Are high performers more engaged? Where do they show the least engagement?
Exits	Turnover Rate	How does overall engagement compare to turnover by organization? How have the scores foreshadowed exits? Which areas did the organization score the lowest in relation to turnover? Is there correlation between low scoring organizations and high turnover?

Why embed with Visier?

Visier Embedded Analytics provides the technology, market expertise, and partnership that product leaders need to bring smart analytics capabilities to their product and meet the demands for insights for their customers. Even with limited resources, you can still drive more revenue with analytics.

With Visier, you can:

- **Offer a product powered by award-winning analytics.** We have over 10 years of analytics experience and knowledge from over 25 million employee records.

- **Exceed market demands.** We work with you to build a product that your customers need through user experience alignment and contextual analytics.

- **Go faster and further.** We support you to accelerate your revenue growth from design to build, deploy, and go-to-market in a matter of months.

- **Let us do the heavy lifting.** We give you an "analytics business in a box" so you can focus on your core competency instead of building people analytics from a blank slate.