

BETTER TOGETHER: Unlock the True Potential of SAP SuccessFactors with Visier





You've made a strategic investment in implementing SAP SuccessFactors as your main HRIS system to manage different aspects of the employee lifecycle, but are you really satisfied with the reporting and analytics capabilities included in SAP SuccessFactors?

You are not alone. At Visier, we have many customers who run SAP SuccessFactors and are using Visier in tandem to unlock the true value of their people data. Why?

Because they need:

- **A single version of truth:** They are also running non-SAP HR Technologies and want to combine everything into a single, integrated view.
- **More flexibility:** The standard reporting in SAP SuccessFactors is very limited. The pricing for SAP Workforce Analytics (WFA) and SAP Cloud Analytics (SAC) can be prohibitive, their prerequisites are strict, and there are some limitations to what works or doesn't on a SAP HANA environment vs. non-SAP HANA environment.
- **Faster time-to-value:** WFA often needs costly professional services for its implementation and SAC is a "build" solution that requires specialized resources to build out custom data models and content. This means larger projects, longer time to value and higher cost.
- **A scalable solution:** As customers implement more SAP SuccessFactors' modules and associated features, the need to make the data from different modules more accessible to line managers increases. Self-service features in SAP SuccessFactors reporting are very limited to almost non-existent.



Chosen time and again by Global 2000 organizations, **Visier People**[®] delivers disruptive time-to-value with out-of-the-box access to hundreds of best practice metrics as well as pre-built analytical workflows that connect all the right people and data to achieve better business outcomes.

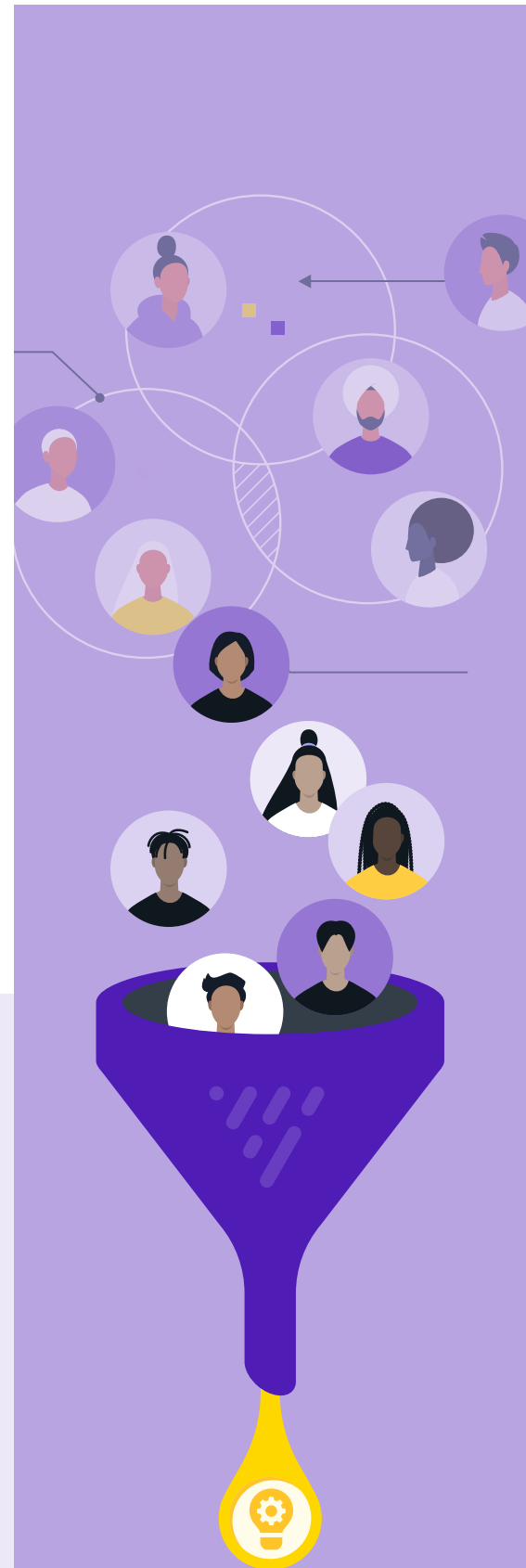


Merck KGaA enables 3,000 managers and hundreds of HR practitioners to make data-driven decisions with Visier

Merck KGaA, Darmstadt, Germany is a leading science and technology company in healthcare, life science, and performance materials. With more than 50,000 employees in 66 countries, Merck KGaA has implemented **Visier People** analytics as their people strategy platform to drive a unified global HR strategy that replaces intuition-based decisions with fact-based decisions.

All Merck KGaA talent processes—including recruiting, performance, compensation, and succession planning—were designed and driven by local countries or divisions. The lack of global processes meant that data and associated analytics often varied based on the region from which they were drawn, providing no correlations across processes and locations.

Visier consolidated the company’s more than 45 million single data points from sources, including SAP SuccessFactors, and an employee engagement system. Managers and HR practitioners can access insights in Visier’s intuitive “question and answer” interface, which spans a wide range of topic areas related to organization and people management. Then they analyze and compare metrics based on the results of the entire company or specific groups, resulting in a new standard of transparency.



“You cannot make decisions based on data alone in the same way you should not make decisions based only on gut feeling. It’s important to put the data—now easily accessible with Visier—in the right context to be able to drive better decisions.”



Anna Lena Fritzsche,
Manager People Analytics Consultancy &
Organization Development, Merck KGaA,
Darmstadt, Germany



A people analytics powerhouse

Data-driven organizations leverage SAP SuccessFactors for basic reporting, using it in tandem with Visier to support more sophisticated trending and forecasting analysis. Visier’s open platform easily plugs into your existing HR technology ecosystem or enterprise data mesh and simplifies the process of combining data from SAP and non-SAP HR systems so you can:

- **Deliver on-demand answers:** insights on talent acquisition, diversity, employee attrition, retention, burnout, patterns of collaborations, personal leadership and more—all in one place
- **Help people leaders see and act on the impact employees have on the business, and the impact the business has on the employee:** Guided insights and drilldowns enable people managers to conduct root cause analysis and focus on what matters
- **Understand what good looks like:** Comparative benchmarks, based on 15M+ employee records, broken down into highly specific, targeted analyses, such as by industry, region, or employee demographics, let customers compare their company performance indicators to their peers



“Combining distinct data sources, once within Visier, is extremely easy to do. The amount of time saved by getting clean data into the Visier environment to allow for ad hoc reporting is a game-changer on its own.”



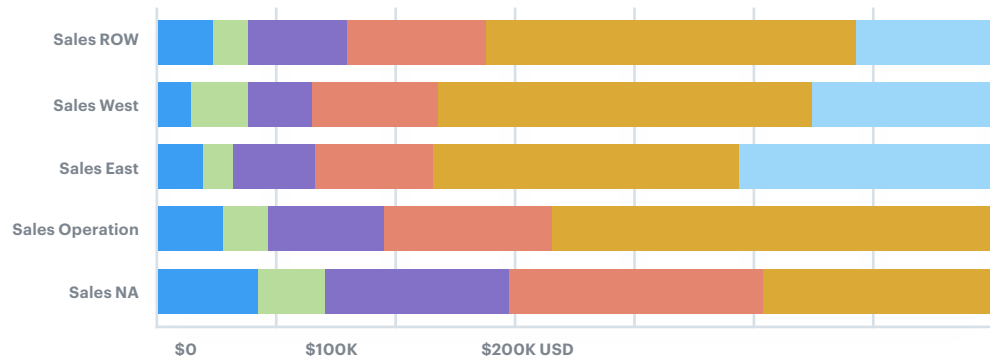
Kyle Davidson,
NASA Jet Propulsion Laboratory

Combine any data from anywhere to reveal powerful insights



Do more tenured sales reps sell more?

2018 - 2021 | Sales Employee | Organization Hierarchy | Sales



Sales Revenue Closed
● **\$38.2B USD**

Get answers to questions like:

How is tenure impacting sales performance?

So that you can make decisions like:

Building the right team composition with strategies to ramp up new hires

And create outcomes like:

New hires ramped up and attaining targets, supported seasoned sales reps that contribute to the development of your teams



What Visier People does for SAP SuccessFactors customers

Optimize your new HRIS rollout

The **Visier People** platform brings together your legacy HR system data and SAP SuccessFactors data for critical insights into your past workforce and historic trends.

Cleanse and align your data

Visier's onboarding process exposes gaps in your operations, allowing you to pinpoint the changes you need to make so that your data gets clean—and stays clean.

Enable self-service analytics for everyone

Visier's question-led experience makes it easy for any user to start with any question (built-in and on-the-fly) and follow the scent of data to the answers they need to make decisions they can act on.

People answers, on-demand

Hundreds of best practice metrics and analytics across HR and business topics guide you to ask and answer the tough questions about your workforce.

Predict with accuracy

Visier People connects your past, present, and future workforces together. Prepare for what's to come with people answers, powered by AI you can trust.

Save time, money, and resources

Visier doesn't require you to start a new project or hire consulting resources to add metrics or data sources. Visier has ready to use prebuilt solutions, and you can add on additional subject areas and modules as your needs grow.

See the complete employee journey

On its own, SAP SuccessFactors provides incomplete answers to workforce and business questions. **Visier People** acts as the central hub of your people and business data—from SAP and your other HR, Talent, LMS, Employee Engagement Survey, and business systems—to give you insights on the entire employee lifecycle.

Use one solution for analytics and planning

Instead of using multiple, disjointed SAP solutions for people analytics and workforce planning, create true alignment between Finance and the people initiatives in your organization using Visier's single, integrated platform for analytics and planning.

See what good looks like using Benchmarks

All Visier customers can leverage our Benchmark library of over 15 million employee and company records. Updated every quarter, **Visier Benchmarks™** is confidentially sourced and uses standard metrics, such as rate of resignation, that you can break down into highly specific, targeted analyses, such as by industry, region, or employee demographics, including ethnicity and age.

Stay on the leading edge

Workforce analytics is not a top priority for SAP, which hasn't made any significant releases for years. Visier has been dedicated to analytics since day one and continues to provide the most comprehensive, innovative, and cost effective solution available. Every quarter, Visier delivers a release that includes new functionality and new content.



“HR was not always seen as a critical partner, but now as we start to add greater value through the use of data and analytics to support the business and the decisions they need to make around our people, we are changing the way the business sees us and the value we can add. We now have a stronger voice!”



Dominic Podmore,

Head HR Technology, Analytics & Data at



AngloAmerican

About Visier

Visier's purpose is to reveal the human truth about your workforce and contribute to a better future.

Visier was founded to focus on what matters to business people: answering the right questions, even the ones a person might not know to ask. Questions that shape business strategy, provide the impetus for taking action, and drive better business results.

Visier delivers fast, clear people insight by using all the available people data—regardless of source. With best-practice expertise built-in, decisionmakers can confidently take action. Thanks to our amazing customers, Visier is the market leader in Workforce Analytics with more than 15,000 customers in 75 countries around the world.

For more information, visit visier.com



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