

GUIDE

10 WAYS VISIER HELPS WITH YOUR COMMON DATA CHALLENGES

Our top HR data cleansing techniques revealed

visier





Disparate or inconsistent data is one of the barriers to getting reliable analytical insights because addressing incomplete, improperly formatted, or duplicated data can be very time and resource consuming. In our work with our customers, we often find that people across organizations and industries are hesitant to get started with people analytics until all their data is “perfect.”

It’s a common misconception: Many people think they need to wait for perfect data to start a people analytics project, but aiming for perfectly clean data is neither possible nor necessary. Choosing to wait for perfection is essentially deciding to not reap the benefits of people analytics in your business—leaving you falling behind your competitors.

Visier People® includes built-in data management capabilities that automate and simplify the process of extracting, transforming, and cleansing your data so you can get accurate insights into what’s happening in your business. **Here are the top 10 ways Visier helps address your common data challenges:**

1. Data gaps

Visier’s proprietary ETL workflows remove, replace, and recategorize duplicate records and missing values in your data. This gives you a true picture of your data and makes analyses more insightful. Our “*Filling in the gaps*” feature provides auxiliary data in a simple lookup format that backfills information as needed. This ensures your profile data is available for all status changes where it is problematic to update or add in through the source systems.

2. Data standardization

One of the main issues in data management is the variety of formats used to enter it into the system. With automated data management processes, we are able to standardize and normalize your data across subjects and sources. Visier standardizes field names and data values to give you one consistent view and a single source of truth. And, those labels and terminology can be customized to match your organization. If a customer has multiple ATS, for example, Visier will standardize status changes.

3. Flag and fix data

Provisioned users can edit data issues, correct inaccurate data, and make document changes for data governance on-the-go with the “*Flag and Fix*” functionality. This eliminates downtime and lengthy data correction processes. Admins can amend data within Visier without waiting for source system data loads.

4. Custom groupings

Transform, create, standardize, and view custom groupings with the ability to apply them to any visualization, all without the need for coding. This creates opportunities for necessary analytics, and the ease of this customization saves time and increases collaboration within teams.

5. Hierarchies and org structure

Visier’s data cleansing capabilities support multiple hierarchies, relationships, and organizational structures, giving you the flexibility to view hierarchies as-is or as-was to accommodate reorganizations, acquisitions, and mergers. You can view cost center, supervisor, location hierarchies, and standardized occupations, as well as matrix relationships and position management. Additionally, Visier is able to capture the insights into each person’s experience and journey across requisitions, projects, and processes.

6. Business rules and logic

Visier makes data more meaningful using logic and business rules to create or update existing data in the application. Visier is not reliant on just ATS/CRM records. For example, if a candidate enters the pipeline in stage 4 of the process, the Visier automation engine will move the candidate through stages 1-3. Additionally, Visier’s framework includes rules that address the most common issues with TA data. For example, if a requisition is deemed “Closed Filled” the automation engine will close open applications, thereby cleansing data.



7. Event sequences and backdated actions

Visier creates automated processes for event sequences and workflows to handle backdated transactions and data entry errors. Our data model can be configured to take the latest action or event in a sequence to ensure data entry errors are ignored. Visier has the ability to consolidate or pick single events out of multiples—e.g. cleaning up duplicated offer events from the source system—and track forward or backward event movements in a process. Visier looks at time as a stamp, as well as time as a sequence, meaning Visier is able to understand and provide insights against candidates that are moving backwards and forward in the process.

8. Employee journey

Make sense of transactional data and easily track the historical life cycle of employees. Quickly see where employees moved to and from, what previous roles they held, and what future opportunities are likely. With Visier's event stream data model that encourages data imputation and auto-generated records, you can automatically identify and generate records for missing events or transactions.

9. Built-in data validation and alerts

Pre-built content, analyses, and visualizations enable the system to identify data entry errors—"zombie data"—spotlight data gaps or issues, and drill into missing values and broken hierarchies. It also sends admins outlier email alerts with triggers to monitor data loads and sudden changes.

10. Data completeness

Visier applies insights to both the ATS process as well as the CRM/Candidate Pool. This helps your recruiters understand who and what attributes convert from passive to active, and what engagement is the driver. In addition to continuously cleansing data, the system gives TA teams the ability to see process anomalies, making it an excellent tool for identifying the need for process or training changes.





SPOTLIGHT | EMPOWER AI

Using pre-built people analytics to move from dirty data to fast people insights

Empower AI (formerly NCI), a leading provider of enterprise solutions and AI services to U.S. defense, intelligence, health, and civilian government agencies, needed a solution that could provide them with the ability to address concerns over employee turnover, identify key talent, and tie employee engagement work to business results. Workday, their HCM solution, has some dashboard capabilities, but it could not provide the insights the company needed to achieve its outlined goals.

Dealing with dirty data

Data inconsistencies in the system and lack of data standardization made it difficult for stakeholders to agree on key metrics. For example, days-to-fill. Empower AI is a government contractor with multiple long-term, multi-year contracts and days-to-fill is an important metric in this space—it translates to lost revenue the longer a position remains open. To fix their data and produce meaningful analysis, the company estimated it would need to hire 10 new employees for the project.

Getting answers quickly

Additionally, the company's customer contracts often come up for re-compete, which requires developing a proposal on why the customer should extend the engagement. The business case analysis involves looking at current personnel and associated costs, as well as looking at which employees may be retiring during the life of the contract so the team has an opportunity to bring in lower cost personnel.

This analysis is an integral part of the total picture needed to give to the customer and win the contract extension. Initially, they thought they could use Workday for this analysis, but getting the answers needed would take some time.

The company chose Visier's pre-built people analytics solution to overcome the data challenges they faced and enable them to be data-driven in achieving their business objectives.

The approach

Data cleanliness—without hiring additional staff

The initial use of Visier was to identify where data needed to be cleaned. Visier enables the company to dig into problem areas by breaking these down to business units and specific programs. This granularity combined with accurate data reveals outliers to hone in on and helps improve business processes more collaboratively and with better cooperation.

With accurate data they can focus on the problem and not the definition. They can dig into a metric like days-to-fill and answer whether it's taking longer to fulfill the requisition because of a unique skillset or a compensation issue, for example.

Also, by using Visier to address these data inconsistencies, they avoided having to hire an additional staff of 10.





Results

With Visier, the company has seen improved decision-making and confidence in using data and analytics.

Better predictions for contract proposals

With more accurate data and faster speed to insights, the company's operations group is able to quickly understand its retirement forecast and the costs of the proposed staff. From this, they can develop the required business case, pricing strategy, and plan for the necessary operational moves to fill the contract staffing needs.

The analysis enabled improved planning, which can be difficult for a government contractor. With the Visier workforce planning solution, they can better predict retirements and get ahead of their hiring and redeployment needs throughout the year to support their multi-year projects.

Bringing days-to-fill down by nearly 40%

The team has improved its days-to-fill from 46 to 29 days, which yields an opportunity of improved revenue. The HR team is now working on a model to actually show the loss of revenue by program and contract type, as different contracts have different impacts on revenue. With this model, they can show hiring managers that while they are taking an extra three weeks to get someone for \$5,000 a year less, the impact in terms of lost revenue is as much as \$500,000.

This gives them a way to show whether operations need more resources or assistance to make the days-to-fill shorter and improve time to revenue.



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 25,000 customers in 75 countries around the world.

For more information, visit visier.com