

# The Financial Impact of People Analytics for Healthcare

Across the continuum of care, people analytics enables business leaders and people managers to make better informed decisions about hiring, compensation, internal movement, and promotions. It can also mitigate risks associated with certification and licensure compliance, further enhance competitive advantages and innovation, and help organizations deliver on their DEI&B promises. And during a crisis, such as the COVID-19 pandemic, people analytics gives leaders the ability to react quickly and keep clinical and non-clinical employees safe, engaged, and productive

Our report, [The Financial Impact of People Analytics<sup>1</sup>](#), details the main cost savings and revenue opportunities realized by Visier customers through their use of Visier People, the market-leading people analytics solution. These are just a few of the stories of cost savings and unlocked potential realized by Visier customers:

## Visier Customers



**See 50% more return on equity**  
23.6% versus 15.4%



**Outperform the average revenue per employee by 19%**  
\$775,364 versus \$650,797



**Have 17% lower manager turnover**  
Potential costs savings of \$4.5 Million



**Improved their female leadership ratio (4%) and retention (3.7%)**  
Real improvements in gender equality in the last two years

## Calculating cost of ownership

When evaluating people analytics solutions, too often decision makers fail to assess the total cost of ownership. You must consider data management, infrastructure creation and maintenance, report writers, expertise in HR data and analytics (analytics experts are in short supply), and ongoing expansion of use. A Forrester study to assess total cost of ownership for BI tools for 100 content creators and 1000 users found:

Tableau

**\$20.9M<sup>5</sup>**

PowerBI

**\$26.6M**

Visier

**<10%**

of the Tableau cost



## Customer Results

Many Visier customers have been able to attach hard numbers to their ROI from Visier, in addition to organizational and process improvements. These are just some of their stories:

**To learn more about how an investment in Visier People can save money and create a more productive workforce, download [The Financial Impact of People Analytics report](#) or [contact us](#).**

<b>\$6 million saved</b>	Providence <sup>2</sup> , which operates 50 hospitals and 800 clinics in the western U.S., wanted to know how pay impacted staff turnover. By strategically raising salaries, Providence improved retention by 30% in key areas and saved \$6 million annually by spending more on payroll.
<b>32% and 3 years ahead of schedule</b>	Merck KGaA uses Visier to continuously track progress on diversity and inclusion. At the end of 2018, women occupied 32% of leadership roles group-wide at the organization, which means that it exceeded its 2021 target of 30% 3 years early by using Visier.
<b>94.68% increase in employee retention</b>	Baptist Health <sup>3</sup> , a not-for-profit healthcare organization with over 23,000 employees, used Visier to improve employee retention by 94.68%. How? By determining that providing additional PTO made a positive impact on employee retention.
<b>\$14 million in turnover savings</b>	A healthcare organization <sup>4</sup> serving over 40 U.S. communities used Visier to build a compelling business case that supported the implementation of programs to reduce employee turnover. This included a detailed cost of turnover analysis with a bottom line of over \$14 million of projected savings over three years.
<b>\$400,000 saved through natural attrition</b>	A healthcare organization <sup>5</sup> with over 50,000 employees avoided a nurse reduction in force at one of its locations by using Visier to determine there were also four times more people eligible to retire there than the organization's other hospitals. The organization promoted early retirements instead of letting nurses go and netted \$400,000 as a direct cash saving in the process.
<b>8000 requisitions closed</b>	A major not-for-profit healthcare organization <sup>6</sup> with over 100,000 employees used Visier to develop a productivity index, which enables this provider to efficiently adjust staffing to patient volumes while delivering a high quality of care. As an added benefit, they closed 8000 open requisitions by better predicting volume. All of this effort results in millions in savings.



# Endnotes

1. The Financial Impact of People Analytics. Visier. [hello.visier.com/financial-impact-people-analytics/](https://hello.visier.com/financial-impact-people-analytics/)
2. A 'Pay-to-Stay' Study Saved Providence Millions of Dollars. Visier. [visier.com/customer-stories/providence-pay-to-stay](https://visier.com/customer-stories/providence-pay-to-stay)
3. Baptist Health Uses Data to Validate Turnover Reduction Experiment. Visier. [visier.com/customer-stories/baptist-health/](https://visier.com/customer-stories/baptist-health/)
4. Healthcare organization saved \$14M by reducing voluntary turnover. Visier. [visier.com/customer-stories/healthcare-reduce-voluntary-turnover](https://visier.com/customer-stories/healthcare-reduce-voluntary-turnover)
5. Healthcare organization saved \$400,000 through natural attrition. Visier. [visier.com/customer-stories/healthcare-organization-natural-attrition-leads-effective-rif/](https://visier.com/customer-stories/healthcare-organization-natural-attrition-leads-effective-rif/)
6. Healthcare organization closed 8,000 requisitions, saved millions. Visier. [visier.com/customer-stories/healthcare-define-optimal-nurse-staffing-levels](https://visier.com/customer-stories/healthcare-define-optimal-nurse-staffing-levels)