



Data Enrichment

Raise the standard with Visier® Benchmarks

Do your customers need help understanding the health of their workforce?

Offering data analytics to your customers illuminates invaluable insights around the state of their organization, but HR teams still struggle to understand what good looks like. How do they know if their business is tracking above or below industry standards? The answer is benchmarking.

Unfortunately, the benchmarking data that organizations typically use is often incomplete, inaccurate, and outdated because it is purchased separately from multiple firms and manually consolidated into a spreadsheet or it is based on self-reported surveys that are compiled only once a year. There's a better way.

How do Visier® Benchmarks help raise the bar for continuous improvement?

Visier Benchmarks help your customers establish an external standard to measure against for the purposes of continual improvement. While every customer is unique and no two companies will follow the exact same path to success, external benchmarking data allows HR practitioners to compare their own organization and accomplishments or deficiencies within a wider context. Important metrics take on further meaning with the ability to filter them across multiple data dimensions for greater context and granularity.

What benchmarks does Visier offer?

Visier Benchmarks offers data that aggregates millions of employee records generated from Visier's consentingly shared customer data, as opposed to self-reported surveys or fractured data available for purchase at the lowest price. We provide:

- Visier HR Benchmarks
- Visier Salary Benchmarks

Our benchmarks include the data set and API endpoints to query data that is continuously updated and refreshed. The dataset contains millions of records covering a wide range of industries and geographical locations.



Organizational excellence with Visier HR Benchmarks API

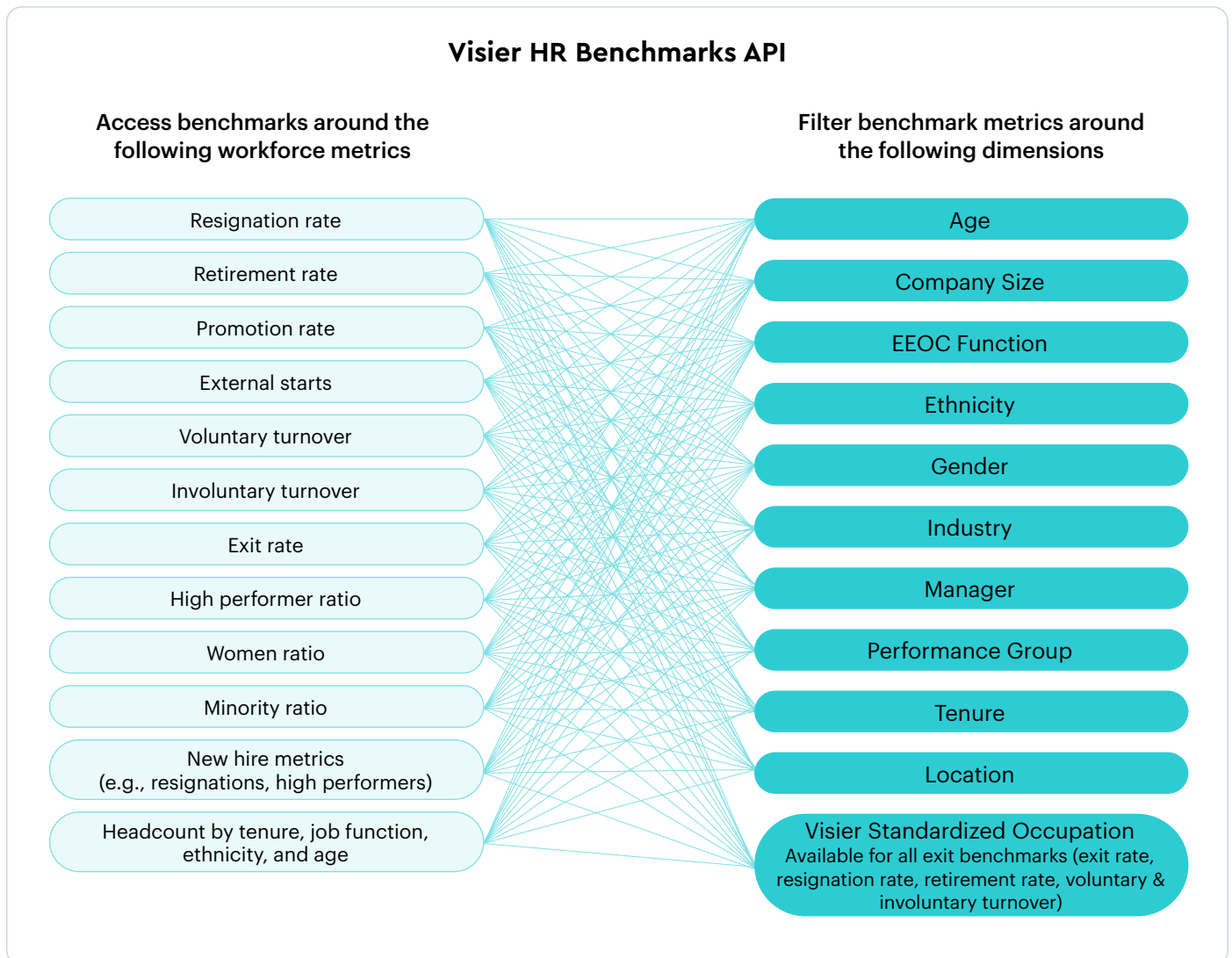
Visier HR Benchmarks is a set of key workforce metrics that allow organizations to compare their own workforce data to aggregated benchmarking data from industry peers. Access to rich benchmark data gives organization leaders valuable context when evaluating the organization's performance, and it makes establishing a business case for investment easier.

Visier HR Benchmarks includes workforce metrics that businesses care about most, from resignation and retirement rates to turnover and DEI statistics. Help your customers easily understand how their employee turnover benchmarks compare across their industry to guide retention strategies for the most critical

talent segments in their organization. Equip them with labor market benchmark data to identify risks, find underperforming areas, and reshape business strategy for future workforce needs.

Unlock your product's ability to truly show your customers' workforce health with a holistic view, but also investigative abilities to drill down by filtering metrics across multiple data dimensions to better understand their position through a particular lens.

Answer burning customer questions like "How does our resignation rate compare to our peers?" and "How do our diversity ratios compare in different countries?"





Resignation Rate - Visier Benchmark™ for 2022 increased from 1.65% in Jan 2022 to a projected 2.53% in Dec 2022 (a projected 53.9% increase) for Gender: Woman, Manager: Managers and Company Size: 0-1000.

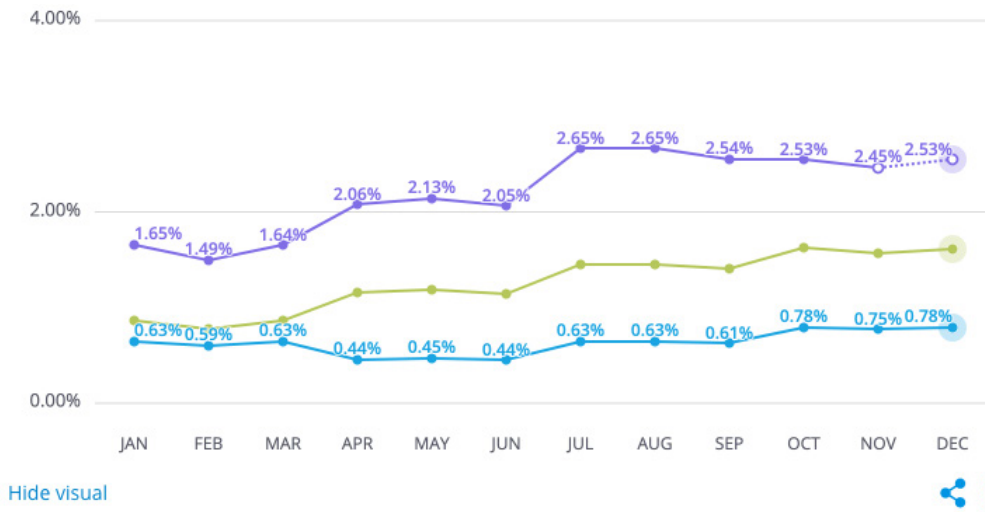
2020 increased from 0.63% in Jan 2020 to 0.78% in Dec 2020 (23% increase).

The values varied under 68.5% from the average when compared across years.

Jul 2022 had the largest difference of 1.08pp from the average of 1.57%.

Trend of Resignation Rate - Visier Benchmark™ for 2020 vs. 2021 vs. 2022

Dec 2020 | Gender: Woman | Manager: Managers | Company Size: 0-1000





Smarter compensation with Visier Salary Benchmarks API

Visier Salary Benchmarks is a set of salary market data that aggregates millions of employee records and allows an organization to compare its own workforce compensation data to benchmarking data. Drill down further by filtering these metrics by numerous data dimensions for better context. Built from data directly out of HRIS, our benchmarks deliver more accurate, updated and complete information than point-in-time surveys or self-reported snapshots of salary declarations.

This helps organizations adjust their compensation strategy throughout the employee lifecycle—from creating a new job and opening a requisition to approving a promotion or countering an outside offer—with visibility into accurate and competitive pay benchmarks that improve their recruitment, promotion, and pay equity practices and policies.

Answer burning customer questions like “What is a competitive salary range to include in this job posting?” and “How much should I increase pay for a specialist receiving a promotion to manager?”

Visier Salary Benchmarks API

Access benchmarks around the following salary metrics:

- Budgeted base pay (salary or hourly)
- Median
- 25th percentile
- 75th percentile
- 90th percentile

Filter benchmark metrics around the following dimensions:

- Job/Career level
- Standardized occupation
- Location
- Industry
- Company size





Why choose Visier for benchmarking data?

Creating benchmark capabilities is a huge undertaking that demands significant time and resources, diverting capacity that could be used elsewhere. And it's challenging to compile data at a high enough volume to be deemed significant. But you don't have to distract your team and divert capacity to building from scratch when more pressing data analytic initiatives demand your attention. Instead, tap into one of the most comprehensive workforce benchmark datasets in the world and deliver confident insights within your platform with:

- Pre-built benchmarking content designed to address common business challenges
- Robust volume with access to information from millions of hosted employee records
- Quarterly updated benchmarking data to remain relevant and keep a step ahead of the competition
- Extensive and drill-down dimensions for insights most relevant to each customer
- Independent perspective about how organizations are performing beyond internal comparison

Ready to leverage Visier Benchmarks®? Reach out to our sales team or your partner success manager to learn how your customers can make smarter decisions with benchmarks.

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. These questions 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, from all available sources. With best-practice expertise built in, decision-makers 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. Our award-winning people analytics continue to be recognized for innovation, user experience, and vendor and customer satisfaction by trusted sources like [Gartner](#), [G2](#), [TrustRadius](#), [RedThread Research](#), and [Sapient Insights Group](#).

For more information, visit visier.com/embedded

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