



# People analytics made better

Visier People® is your end-to-end people analytics solution for building a people-powered enterprise. Unlike business intelligence or other people analytics tools, Visier comes out-of-the-box with hundreds of workforce questions related to talent acquisition, diversity, employee attrition, retention and more so you get the answers you need—in seconds—to achieve better people and business outcomes.

## Don't settle for "good enough" people analytics

### Why doesn't traditional HR reporting work anymore?

Most businesses believe they can make responsible people decisions with "good enough" HR reporting and analytics or DIY people analytics, but few realize the high cost of going these routes:

- If you're relying on transactional reports and analytics, you're missing the opportunity to connect the dots, surface patterns, and forecast trends.
- If you're waiting to get clean data, not only will you never make it clean on your own, you won't know which data is of value. You don't need clean data for analytics—you need pre-built analytics to get your data clean and determine what data is missing.

### What about building our own solution?

Even if a data warehouse exists, HR analysts, data scientists, and IT staff must still find ways to help business executives and people leaders extract meaningful information from the warehouse. In fact, many HR analytics teams are so consumed with just getting the data out that they do not have time to interpret the results or keep it up to date.

### Visier's pre-built approach is better

Contrast the above scenarios to a pre-built solution that requires only data onboarding and security configuration. Visier's open platform is designed to easily plug into your existing data and analytics fabric. When that is complete, your organization is ready to take advantage of the ready-to-use questions and analytics to improve decisions related to talent acquisition, diversity, employee attrition and retention, compensation and more.

IDC calculates that organizations using Visier achieve a **5-year ROI of 293%, break even in 7.5 months, and 16% faster time to market.**

Source: The Business Value of Visier for Optimizing People Analytics, IDC



## How Visier People is different

Visier is the recognized global leader in people analytics with 15,000+ customers. For over a decade, Visier has helped leading enterprise organizations eliminate thousands of hours of data work, scale people insights fast, and save millions of dollars. Visier's out-of-the-box solution reduces time-to-value across your analytics process:

### Data management

Visier's open and extensible platform accepts your people and business data, prepares and models it, and immediately lights up pre-built analyses to explore, present, and share. Because we build and maintain the data model, we can continue to expand it and add value. And for those times when you need an analysis unique to you or to add HR data to the organization's data lake, Visier enables you to extract the clean, standardized data to leverage downstream.

### Analytics content and capabilities

Visier was built to arm leaders with insights to lead—without having to wait for analysts to create reports. It provides consumable analytics for all, with in-app context, predictive analysis, data exploration capabilities, and more. We know that questions lead to more questions so we've made it easy for you to explore and follow the scent of data to the answers you need to make decisions you can act on.

### User adoption and administration

Visier's intuitive user experience, built-in benchmarks, and content guides users to the right questions—and the right context—so they make better, more responsible decisions. In addition, Visier keeps your sensitive data secure with automated controls that align detailed and aggregate content to the user's role and responsibilities.

### Want to learn more?

Request a personalized demo at [visier.com/demo](https://visier.com/demo)

Time, Technology and Customization Required		Requirement	Visier	HCM Analytics	BI & Analytic Tools
Data	Less	Access to multiple sources	●	◐	●
		Data cleansing, standardization and normalization	●	◐	◐
		Predefined and extensible analytic model	●	○	○
		Single, unified, historical view of people	●	◐	◐
Analytics		Guided and question based user experience	●	◐	○
		Data visualization and reports	●	◐	●
		Ad hoc data exploration	●	◐	◐
		Internal and external benchmarking	●	○	○
		AI and predictive analytics	●	◐	◐
Administration		Planning and analytics in one application	●	◐	○
		Role based, detailed, aggregate and security	●	◐	◐
		Open and scalable infrastructure	●	◐	◐
		Full Application lifecycle management	●	◐	◐
	Expertise and best practices to ensure rapid time to value	●	◐	○	

## Organizations making trusted decisions with Visier.

