

Beyond Build vs. Buy: The Real Value of Visier

Building a people analytics solution in-house often seems like a cost-effective route when you already have existing tools and data engineering teams in place. In reality, it's a maze of bespoke connectors, pipelines, schemas, models, security, governance, and workflows. At the same time, people data comes with its own unique challenges. From privacy constraints to inconsistent formats and shifting organizational hierarchies, the complexity and the effort to both build and maintain only grows.

When comparing a homegrown solution to a purpose-built one, consider not only the license fee but also the total cost of ownership and how your future requirements will evolve.

Uncovering the Hidden Costs of an In-House Build

While you may have evaluated build vs. buy for other solutions, going down the path of an in-house people analytics build requires significant investment in personnel, tooling, and time. Below is an illustrative breakdown of these upfront and ongoing costs.

	Details	Estimated Costs
DATA MANAGEMENT	Tools: Connectors, extraction, transformation, harmonization and enrichment (e.g. Azure Data Factory, Alteryx, Talend, Datameter, Informatica, Apache NiFi) Billed on consumption, pay per use/per user, or monthly or annual licenses People: 1 Data Engineer (\$100K – \$150K) or 1 Data Analyst (\$100K) depending on the complexity of the tools	Tools: \$0 to \$100,000 / year People: \$100,000 to \$150,000 / year Time: 6–9 Months
DATA STORAGE	Tools: Data warehouses, lakes, or lakehouses (e.g. Snowflake, Databricks, Azure Data Lake, Google BigQuery, Amazon Redshift) Billed on consumption, employee count, storage volume, and compute People: 2 data engineers (\$120K each) or 2 data analysts (\$100K each)	Tools: \$100's to \$1,000's / year People: \$200,000 to \$240,000 / year Time: 6–12 Months
VISUALIZATION	Tools: Data modelling, metrics, visualization, best practices and predications (e.g. PowerBI, Tableau, SAP Analytics Cloud, Looker, R, Python) Cost varies based on tool, number of seats, and training People: 1 HRIS Specialist (\$110K), 1 data analyst (\$100K), and 1 data scientist (120K)	Tools: \$100's to \$1,000's / year People: \$360,000 / year Time: 6–12 Months Set Up, 4–6 Months Ongoing
Total Estimated Cost		\$300,000+ to \$1,100,000+ / year

Taken together, an in-house build can easily run you upwards of \$1.1M, requiring up to six specialized FTEs just to set up data pipelines, storage architecture, and visualizations at launch. This upfront investment doesn't even account for the ongoing maintenance, governance and scaling overhead that follows.



Further Considerations



GROWING MAINTENANCE AND COMPLEXITY

As your organization grows, an in-house build adds layers of upkeep, where every new data source, update or org change requires more effort and maintenance.



RESOURCE ALLOCATION AND OPPORTUNITY COST

Rising maintenance diverts IT and analytics teams into troubleshooting and ad-hoc requests, leaving less time for strategic projects and delaying insights.



SCALING AND EFFICIENCY CHALLENGES

In-house builds scale steeply, where you typically require [one FTE per 2,800 employees versus one per 7,000 with Visier](#), driving efficiency gaps as you grow.



INNOVATION CONSTRAINTS

Managing increasing operational complexity reduces time for new features, like investing in the latest GenAI solutions, ultimately stalling continuous innovation.



SCALABLE SECURITY

Securing sensitive people data at scale is resource-intensive, and DIY solutions often replicate data across silos and introduce compliance risk.

Even if the upfront build and ongoing costs haven't given you pause, ask yourself: how can you most effectively turn your people data into solutions for your biggest business challenges, while minimizing technical complexity and infrastructure overhead.

micron.

Using Visier, Micron Technologies cut analysis time from hours to seconds and saved nearly **\$500K in staffing costs**, while empowering leaders with instant workforce insights.





Adaptable Workforce Intelligence for Today's Modern Teams

Visier is a powerful Workforce Intelligence Platform, not merely a dashboard or visualization tool. Designed to accelerate your people analytics maturity and scale self-service while keeping costs predictable, Visier also offers customization to fit your evolving business needs.

Insight Experience

With over 15 years of expertise, Visier's Insight Experience offers intuitive self-service tools, guided analysis, and AI-powered insights. It empowers users of all data literacy levels to uncover insights through purpose-built dashboards and people-specific workflows, from deployment to change management.

Analytic Content

Visier provides instant access to thousands of pre-built metrics, definitions, and industry benchmarks, all powered by a robust people data model. The platform is customizable, allowing you to adjust models, formulas, and data sources without starting from scratch or disrupting production.

Data Foundation

Our Data Foundation layer provides data management capabilities that eliminates manual data work with prebuilt connectors for every major HR system and automated data harmonization. Moreover, our model handles historical data tracking, retroactive changes, and multi-hierarchies with ease, without rework required.

Secure Governance

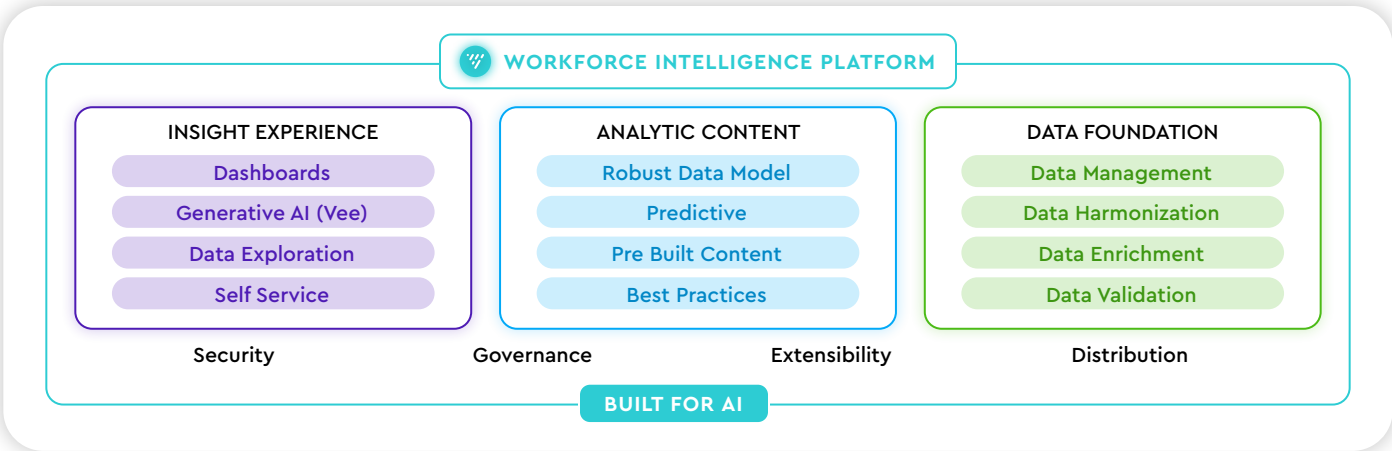
Visier embeds enterprise-grade security at every layer, from role-based permissions to dynamic access controls that ensure only the right people see the right level of information. Built-in compliance with privacy laws and regulations makes sharing insights across the organization safe, simple, and fully traceable.

Extensibility

Uncover new insights by building in the Visier platform, and bringing in additional people or work data, such as service tickets, sales opportunities, or financials. Create new analytic objects, metrics, and analyses to uncover hidden patterns and correlations to understand what truly drives performance.

AI Future Ready

Visier's AI-first platform delivers secure AI capabilities and insights from day one. This means you meet both current and future expectations of end users and the business to do more with less, faster. And with Visier's continuous AI investment into the platform, you won't need to build or integrate AI solutions on your own.



Final Thoughts

When evaluating build vs. buy, look beyond license fees and headcount to total cost of ownership, time to value and, most importantly, the cost of inaction. Delayed insights, wasted productivity from ad-hoc requests, and the growing complexity of maintaining in-house builds often drive maintenance costs higher over time.

Visier's Workforce Intelligence Platform future-proofs your investment with extensibility, AI innovation, and seamless integration with your existing ecosystem. Set up your team for long-term success by empowering HR and IT to deliver real business impact with a scalable, secure platform that evolves as you grow.