VISIER PEOPLE®: ESSENTIALS

Your launchpad to success with people analytics

visier

Visier People® Essentials is a powerful people analytics package that helps organizations solve their most critical workforce and business challenges. From talent acquisition to retention, Essentials empowers you to move the needle on the HR challenges that matter most in a single comprehensive offering.

The package delivers a guided, turnkey experience that includes not just software, but also the professional services and best practices coaching that will help you realize undeniable business value—remarkably quickly.

Visier People Essentials is the most cost-effective and proven way to launch, enhance, or scale your people analytics practice.

Predefined scope to help you target your most critical challenges

The capabilities included in the **Essentials** package are based on our experience with over 25,000 customers and span the entire employee lifecycle.

The package includes the most important areas for a foundational practice, as well as those that most rapidly demonstrate a quantifiable ROI on your people analytics investment.

Headcount & Movement: Achieve clarity on headcount and demographics, and track not just how employees are moving in, out, and through your organization, but also *why*—and what it means for your business.

Budgeted Compensation & Workforce Cost: Ensure your compensation dollars are deployed where they will have the highest impact, and uncover cost-saving opportunities.

Turnover & Retention: Pinpoint the root causes of turnover today, and use Visier's powerful predictive capabilities to anticipate where it will happen next. Get the insights needed to take targeted actions to boost retention, right down to the individual level.
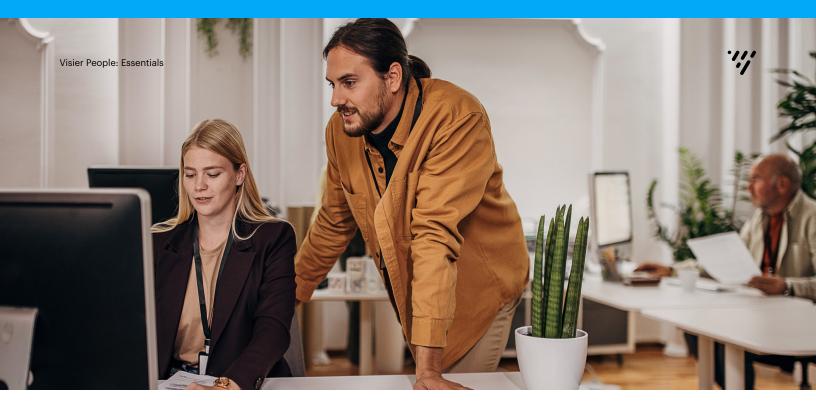
Diversity & Inclusion: Uncover blindspots within your diversity initiatives to drive accountability and align your organization towards real progress.

HR Effectiveness: Reliably measure your HR department's effectiveness and key metrics, so you can demonstrate business impact and cement its status as a strategic function.

Benchmarks: Find out "what good look like" using Visier's built-in benchmark capability. See how your organization stacks up against its industry peers across a wide variety of metrics, so you can make informed decisions. Our real-world proprietary data is sourced from over 17 million anonymized employee records across thousands of Visier customers.

Standardized Occupations: Visier helps you automatically standardize your company's jobs to a standardized list of job titles and hierarchies and skills, helping you build alignment internally and to the external market.

Get up and running fast

Essentials is designed to help organizations realize value quickly, without necessarily having a large in-house analytics team or significant specialist expertise.

From our simple purchase process, to our managed implementation process, to our pre-built analytics content, **Visier People Essentials** is a fully guided experience. Draw confidence from our unmatched depth of expertise—we've helped organizations of every size and industry get started with people analytics.

Scale and broaden your PA strategy over time

Essentials is your people analytics foundation. When you're ready to go beyond, Visier offers an extensive catalog of dozens of additional subject areas that you can easily add to your implementation.

We believe in your success—helping you start on the right path and then providing continuous value as you grow in people analytics maturity and scale.

Benefit from the simplicity of a single, complete package

Visier People Essentials includes the ideal comprehensive mix of software and professional services to help you stand up (or extend) your people analytics practice.

Software	Services
Visier People **Platform**: the world's leading HR analytics solution • Start with **Pre-Built Analytics Content** designed for maximum business impact • **Build your own analyses** as your needs and capacity evolve *+ **Optional**: Extensive library of add-on content to support any people analytics requirement*	All **Professional Services** needed to ensure your people analytics journey with Visier is a success: • **Onboarding:** includes solution architecture, security, and data onboarding • **Training:** a comprehensive six-hour course using your organization's data • **Value Advisory:** includes custom content design, rollout support and our analytics accelerator program tailored to help you discover insights within your data

Drivers of resignation rate

11.4%

Vaughn Bruno Vance
Predicted Risk of Resignation **31.2%**

Job Name
Plant Operator

Compa Ratio
80.9%

Annual Direct Compensation
$33.8K USD

EEOC Function
Operatives

The Essentials package is designed to help you tackle critical workforce issues. For example, you can examine what's driving turnover in your organization and even identify specific employees who may be at risk of resigning. This insight will help line-of-business managers take targeted, data-driven action.

Want to learn more?

Request a personalized demo at <u>visier.com/demo</u>

visier.com | **info@visier.com** | **1.888.277.9331**