

WHITE PAPER

visier®

BETTER TOGETHER: TRANSFORM YOUR PEOPLE DECISION MAKING WITH VISIER AND WORKDAY





Today, organizations rely on Workday to seamlessly manage their workforce but need more data and insights to better manage the unique workforce needs of their business. The Workday platform is evolving and opening its proprietary architecture to let customers and developers quickly add on new business capabilities that inherit the same security measures, business rules, and data to unlock new levels of performance and insight.

Workday is great at building transactional systems for operational reporting—but it's not great at analytics.

Visier People® was built specifically for people analytics. You get out-of-the-box access to hundreds of best practice metrics and analytics across HR and business topic areas—as well as ad hoc analysis capabilities.

NCI gets fast people insights with pre-built Visier-Workday integration

NCI, a leading provider of enterprise solutions and AI services to U.S. defense, intelligence, health, and civilian government agencies, needed to address concerns over employee turnover, identify key talent, and tie employee engagement work to business results, but Workday wasn't up to the task. Instead of hiring ten new people analytics employees, NCI implemented Visier's pre-built solution to analyze, dig into data issues, and prioritize. NCI's operations group can now quickly understand its retirement forecast and the costs of the proposed staff, while reducing their days-to-fill rate from 46 to 29.



75%
of Visier's enterprise customers are also Workday customers



Prior to our HRIS implementation, we looked at how to set ourselves up for success and get data and information fast. Visier enabled us to do that and leapfrog our maturity level."

Melissa Kantor,
Vice President of People Analytics and Insights, The LEGO Group





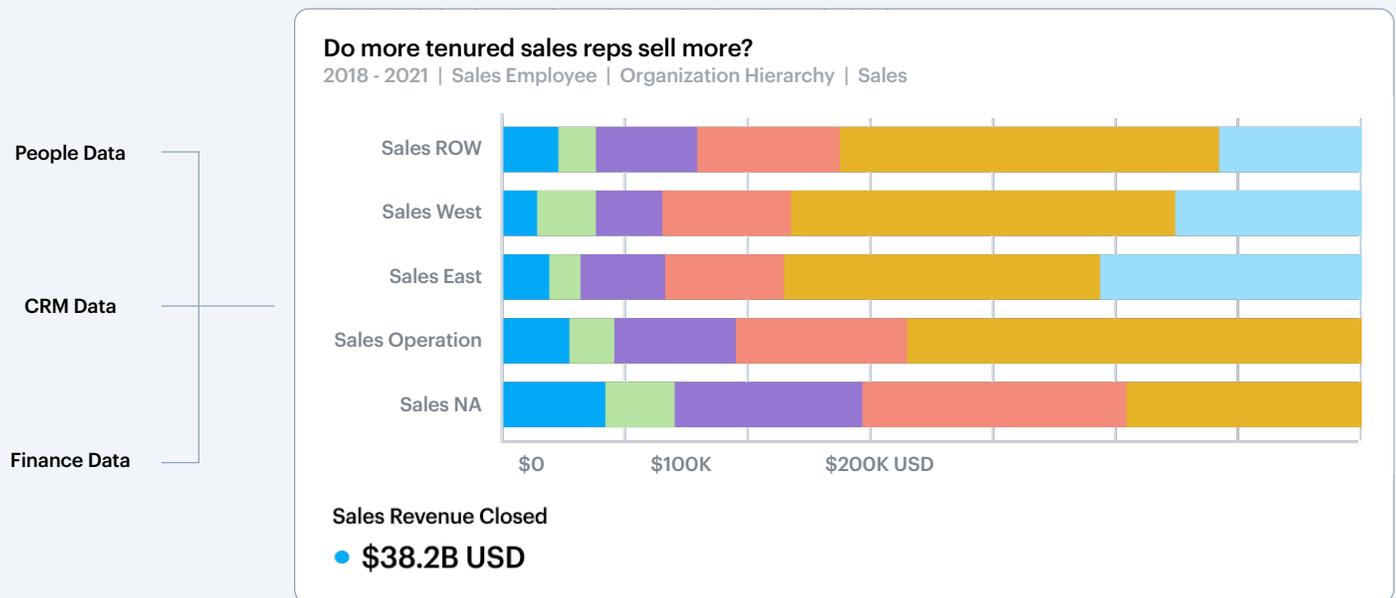
A people analytics powerhouse

Data-driven organizations leverage Workday for basic HR reporting, using it in tandem with Visier to support more sophisticated trending and forecasting analysis.

Visier’s open platform easily plugs into your Workday architecture or enterprise data mesh. It includes a data connector that automates retrieving Workday data and simplifies the process of loading it and mapping its attributes into the Visier platform. Visier’s leading solution combines your Workday data with non-Workday people data business data, and collaboration data to:

- **Deliver on-demand answers.** Insights on talent acquisition, diversity, employee attrition, retention, burnout, patterns of collaborations, personal leadership and more—all in one place.
- **Help people leaders see and act on the impact employees have on the business, and the impact the business has on the employee.** Guided insights and drilldowns enable people managers to conduct root cause analysis and focus on what matters.
- **Understand what good looks like.** Comparative benchmarks, based on 15M+ employee records, broken down into highly specific, targeted analyses, such as by industry, region, or employee demographics, lets customers compare their company’s performance indicators to their peers’.

Combine any data from anywhere to reveal powerful insights



Get answers to questions like:
How is tenure impacting Sales performance?

So that you can make decisions like:
Building the right team composition with strategies to ramp up new hires

And create outcomes like:
New hires ramped up and attaining targets, supported seasoned sales reps that contribute to the development of your teams



What Visier People does for Workday customers



Optimizes your Workday rollout

The Visier People platform brings together your legacy HR system data and Workday data for critical insights into your past workforce and historic trends.



Cleanses and aligns data

Visier's onboarding process exposes gaps in your operations, allowing you to pinpoint the changes you need to make so that your data gets clean—and stays clean.



Democratizes access to people data

Visier People operates under your existing Workday security framework and delivers role-based people insight at scale.



Sees the complete employee journey

On its own, Workday provides incomplete answers to workforce and business questions. Visier People acts as the central hub of your people and business data—from Workday and your other HR, Talent, LMS, Employee Engagement Survey, and business systems—to give you insights on the entire employee lifecycle.



Provides people answers, on-demand

Hundreds of best practice metrics and analytics across HR and business topics guide you to ask and answer the tough questions about your workforce.



Predicts with accuracy

Visier People connects your past, present, and future workforces together. Prepare for what's to come with people answers, powered by AI you can trust.



Saves time, money, and resources

Visier doesn't require you to start a new project or hire consulting resources to add metrics or data sources. Visier has ready to use pre-built solutions, and you can add on additional subject areas and modules as your needs grow.



Stays on the leading edge

People analytics is not a top priority for HCM vendors. Visier has been dedicated to analytics since day one and continues to provide the most comprehensive, innovative, and cost effective solution available.

Want to learn more?

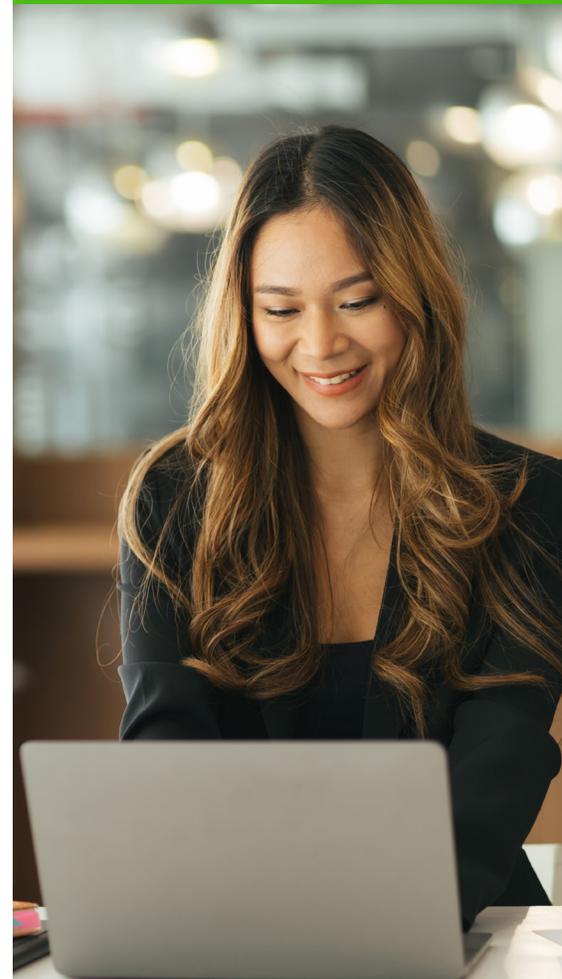
Request a personalized demo at visier.com/demo



Implementing Visier and getting up and running is much less complex than implementing Workday for a whole company.

You can get quick wins very fast. You're speeding up getting the value from your data without having to go through a huge HCM implementation."

Managing Director, Global Head of Workforce Management and Analytics at a major financial institution



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. Questions that 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—regardless of source. 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 15,000 customers in 75 countries around the world.

For more information, visit [**visier.com**](https://visier.com)



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