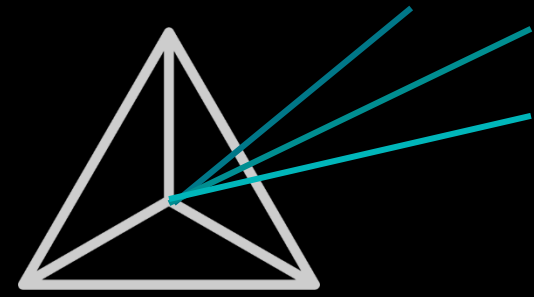


Put Your Data to Work with Prism Analytics – from SAP Historical Detail to Glass Door Reviews



Workday Prism

Business Case

Expectations:

- Use global Workday HCM data as the real-time single source of truth
- Preserve historical SAP HCM data for continuous reporting + trend analysis
- Generate net-new business insights that inform + measure corporate goals

Gathering Prism Requirements with an “Art of the Possible” Workshop + Exceeding Leadership Expectations

It can be a challenge to define requirements for something that doesn’t currently exist, so Invisors facilitated a workshop for this global consumer goods customer.

1. Demonstrate common HR + industry metrics.
2. Ask how these needs are currently solved for + how they are measuring their annual organizational goals.
3. Validate which other systems are accessed to support the HR function.

Coming out of this solution driven workshop, several Workday Prism Analytics use-cases were implemented by blending data from these external systems + Workday HCM data:

Source System: 7 Years of SAP Worker-level Job + Comp Data

This historical data enriched Workday Headcount Movement, Diversity + Inclusion, and Compensation Analysis Dashboards; unlocking a much deeper dimension of trend analysis using the Workday delivered dashboards.

Secured for HR Partner, HR Executive, Compensation Partner

Source System: Corporate Wellness Program Data

This worker wellness data had previously been stored as custom SAP fields with limited reporting; unifying this program participation data with Workday HCM benefit elections and payroll wellness credits will help drive future benefit plan designs + election analysis.

Secured for Benefits Partner

Source System: Glass Door Reviews

This unstructured sentiment data was brought into Workday Prism to facilitate employee engagement and attrition analysis. Invisors facilitated the solution design for the customer’s Prism analytics SME to deploy independently.

Secured for HR Partner, HR Executive

IN OUR CUSTOMER'S OWN WORDS

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In addition to these Prism use cases, Invisors was able to identify Workday-reporting needs and deploy key dashboards to help the organization grow into their goal of “building a more-informed organization.” All in all, we designed a Compensation Analysis Dashboard, a Manager Dashboard, a Benefits Dashboard, a Diversity and Inclusion dashboard, a Turnover Analysis Dashboard, and a Trended Workforce Dashboard.

It's just such a good way of doing it. The Personas, the Workbooks...I know some of it's Workday, but a lot of it is you guys and it's just so much better than other implementations. We feel super supported and empowered to know what we're doing.

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invisors