

BI TOOLS – PROS & CONS



Tool/Approach	Pros	Cons
<p>Making Use of Native Reporting in your Transactional HR Tools While capabilities can vary greatly, you will likely have some reporting capability within your transactional HR Technology. This might be in the form of “canned reports” or reports which you can configure yourself.</p>	<ul style="list-style-type: none"> ○ Already enabled as part of your HR Tech ○ Configurable 	<ul style="list-style-type: none"> ○ Usually limited in terms of scope ○ Normally difficult to connect to other relevant sources of data (like connecting your ATS and HRIS) ○ Data model and technical processing of the reports is inefficient and not optimized for business intelligence ○ Frequently difficult and expensive to configure ○ Usually impossible to configure exactly how you’d like them, or to process metrics and analytics in the way you need
<p>Spreadsheets Desktop data processing tools which can manage data, calculate formulas and display results. Typically used for basic calculations and small data sets. Usually part of a desktop office suite. Examples are Google Sheets and Microsoft Excel.</p>	<ul style="list-style-type: none"> ○ Already on your desktop, at no extra cost ○ Many have basic skills with spreadsheets ○ Flexible and very useful for basic calculations and business needs 	<ul style="list-style-type: none"> ○ Data security and access management is typically wide open ○ Hard to integrate multiple data sets, specifically HR data which is complex and effective dated ○ Does not scale effectively ○ Difficult to support ongoing reporting and analytics ○ Algorithms have to be developed and customized (complex) ○ Many points of failure once you move beyond basic requirements
<p>DIY Business Intelligence Tools More advanced data management and processing tools with embedded ability to calculate and process large amounts of data, and visualize the output in more advanced ways. Examples are Qlik and Tableau. These tools require can be run with minimal technical infrastructure (often on a desktop/laptop) and without the need for highly technical skills. They are generic business intelligence tools as opposed to being built with a specific business function in mind.</p>	<ul style="list-style-type: none"> ○ Powerful data management/processing ○ Powerful data visualization tools ○ Powerful and highly configurable for metrics creation and statistical analysis ○ Sometimes come with canned metrics/analytic algorithms which are relevant for HR ○ More affordable than previous BI tools ○ Great for one-off analytical projects 	<ul style="list-style-type: none"> ○ Requires strong skills to build out the data model (integrations with source systems), algorithms, visualizations and user access) ○ Careful design and consideration when using this approach for ongoing operations and “production” reporting and analytics ○ Can expose you to data security threats given they tend to be loaded on a single desktop/laptop ○ Can be risky to sustain and expose you to a solution which is deemed un-supportable if the developer leaves the organization
<p>In-House, Enterprise Class BI Platform Large scale, on-premise enterprise class business intelligence platforms which require numerous levels of technical infrastructure, data integration and management, and configuration for both implementation and ongoing maintenance. Solutions like SAS and IBM Cognos are part of this category - however there are many other technical components (hardware and software) required to launch this type of capability.</p>	<ul style="list-style-type: none"> ○ Enterprise grade ○ Implemented within a company’s technical architecture ○ Advanced reporting and analytical capabilities ○ Can scale to deliver exactly what the business needs with ongoing customization 	<ul style="list-style-type: none"> ○ Expensive to license, configure and support ○ Many layers to the technical architecture ○ Highly technical skillsets required for development ○ Complex to implement and history of failed implementations ○ While there are many skilled resources out there to assist with configuration and maintenance, there are relatively few who have deep HR data model experience
<p>People Analytics PurePlay The People Analytics PurePlay is an HR-specific, business intelligence platform built exclusively to integrate all your disparate HR & Talent data, and deliver end-to-end reporting and analytics. It is architected from the ground-up as a cloud-based business intelligence platform for HR – which means the underlying database design is different – far different – than transactional HR systems. At heart, it is a highly efficient, yet powerful data warehouse designed for the nuances, complexities and effective-date structure of HR data. A solution solely designed to manage, segment and help you discover the things which are most important in your mountains of HR and workforce data.</p>	<ul style="list-style-type: none"> ○ Data integration across all of your sources ○ No need for any data transformation from your side ○ Leverage APIs and other common integrations ○ Fraction of cost, time and risk to deliver ○ Completely flexible in terms of data inputs ○ Out-of-the-box PLUS customizable front-end ○ Your extended, expert team in People Analytics ○ Turnkey, fully managed service ○ Unlimited ongoing changes ○ Benefit from continually developing Roadmap 	<ul style="list-style-type: none"> ○ Some organizations haven’t moved to the cloud yet ○ Data Security and Privacy due diligence required ○ Not a fit for companies who have decided to build an internal capability including the technical platform, data warehousing capabilities, algorithm design and development, ongoing data operations (integration/refresh), BI development, etc. ○ Predictive or advanced capabilities are less mature with out-of-the-box solutions and require time and custom modelling to train and accomplish validity you would want for key decision making

Sure, we're a bit biased, but if any of these resonate, the PeopleInsight Workforce Analytics Pureplay might be a great fit



We've built a pragmatic approach to delivering the reporting and analytics capabilities you need



Our Clients simply feed us raw data from disconnected HR systems



We mash your data together into a powerful data warehouse and analytics platform, making the connections that matter



Our Clients get beautiful, powerful & constantly evolving reporting and analytics



What you get



PeopleInsight Workforce Analytics “Platform”

Data Integration Across Your Sources

Expert Team & Fully Managed Service

Unlimited Ongoing Changes