



CEDARCRESTONE HR SYSTEMS SURVEY HIGHLIGHTS FOCUSING ON BI/ANALYTICS

Date: November 20, 2013
Time: 1:00pm – 2:00pm EST
10:00am – 11:00pm PST
Length : 1 hour, including Q&A



Award-winning Workforce Analytics.
Delivered in the cloud, for business users



- Founded in early 2010, by analytic industry veterans including former Business Objects CEO, John Schwarz
- About to release 12th version of Visier Workforce Analytics, and recently launched Visier Workforce Planning
- Won both HR Executives Top HR Product, and named Awesome New Technology at HR Technology conference
- Used by amazing brands such as:



PRESENTER & MODERATOR



Lexy Martin, Vice President, Research and Analytics, CedarCrestone

Lexy Martin is responsible for its annual HR Systems Survey, now entering its 17th year. When not working on the survey, she works with organizations worldwide providing HR systems strategy guidance. Projects begin with deep dive benchmarking from survey results.



Dave Weisbeck, Chief Strategy Officer, Visier

Dave Weisbeck leads the overall solutions success and strategy at Visier. Prior to joining Visier, Dave spent over 18 years in the information management and analytics industry, which included time spent helping to build Crystal Decisions and Business Objects products and product strategy. Most recently Dave was the senior vice president and general manager responsible for Business Intelligence, Enterprise Information Management and Data Warehousing at SAP.



CedarCrestone 2013–2014 HR Systems Survey

HR Technologies, Deployment Approaches, Value, and Metrics

16th Annual Edition

Lexy Martin

Vice President, Research and Analytics

CedarCrestone

Twitter: #CCHRSurvey

What the 16th Annual CedarCrestone Survey Says About Key Trends and More

Software as a Service
(aka “the Cloud”)

Replacements hit tipping point.

Social



Analytics

Adoption continues to increase
and result in value.

Mobile



Integration/Unification

The new Holy Grail that
few reach without a
Unified solution.



User Satisfaction

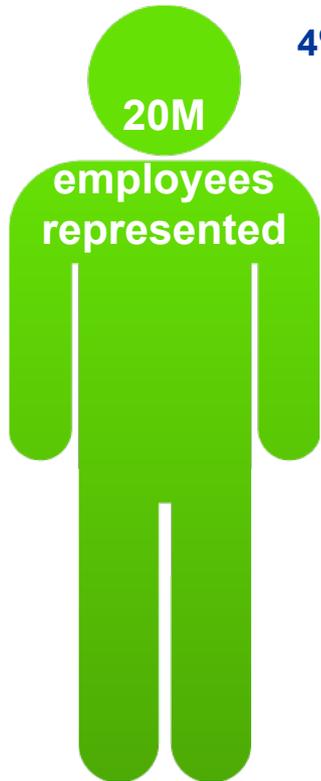
Newer products, later releases
get higher scores.
Improvement still needed!

Plus:

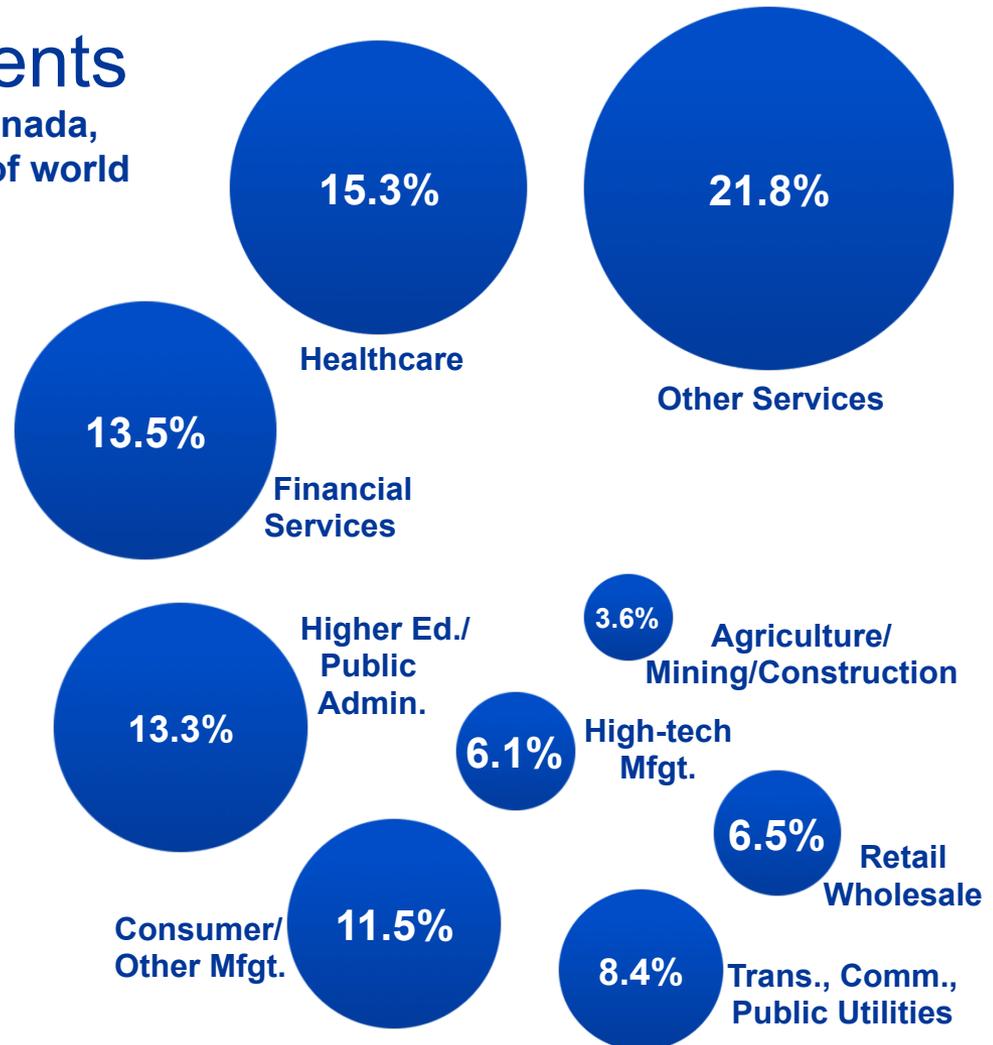
- Vendor Choices, Expected Changes, User Experience Scores
- Service Delivery, Talent Management, Workforce Management, BI/Analytics
- HR Technology’s **Value** from Statistical Analysis and from Top Performer Analysis
- Four Key Lessons and Where to Spend Your HR Technology Money

CedarCrestone 2013–2014 HR Systems Survey Demographics

1,266 respondents
85% US, 6% EMEA, 5% Canada,
4% Australia/Asia and rest of world

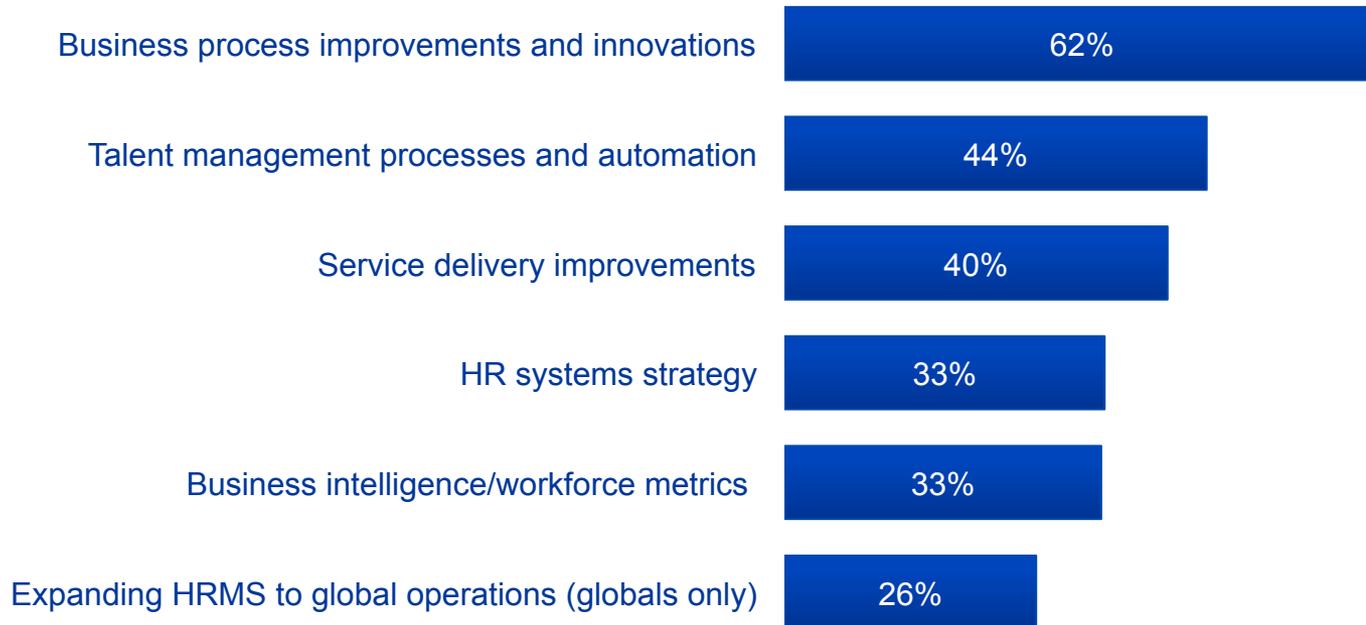


Average number of
employees = 15,876

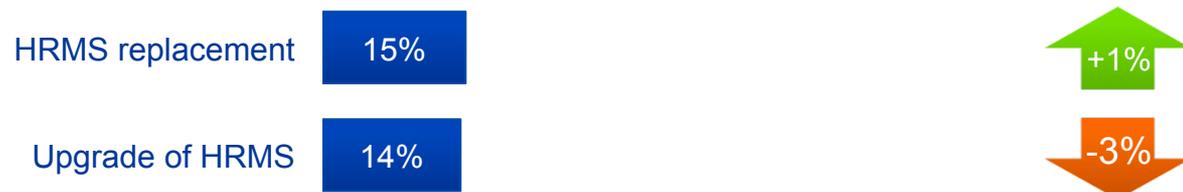


Major 2013 Initiatives Similar to 2012 and One Inflexion Point!

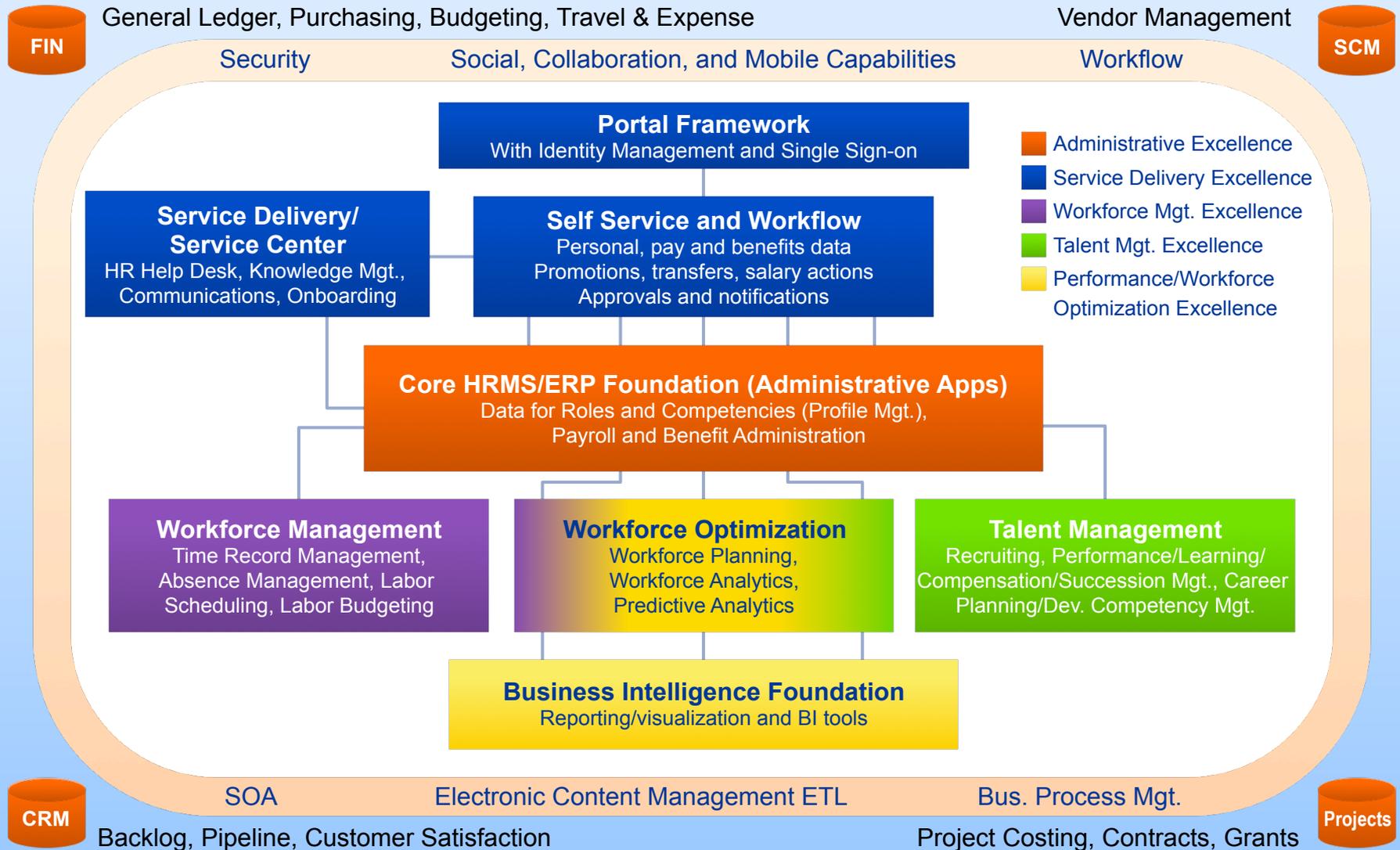
Major Initiatives n=1,215



Upgrade vs. Replacements: Inflexion Point Reached



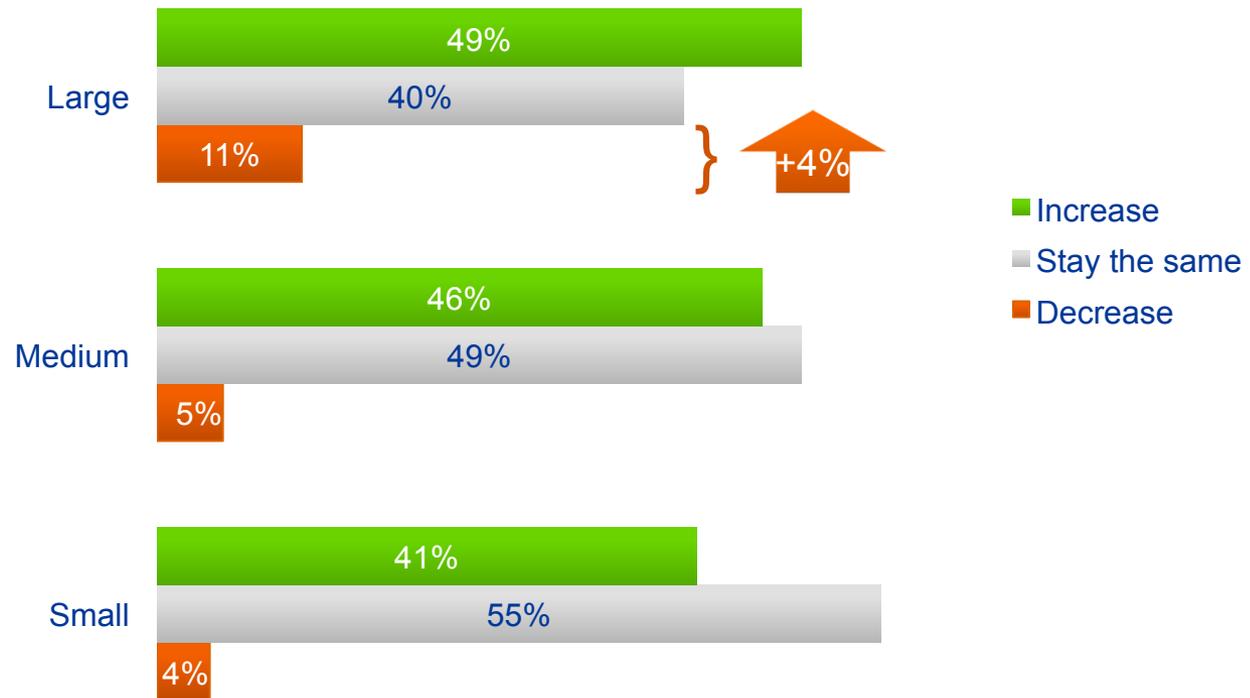
CedarCrestone Integrated and Unified HCM Application Blueprint



Spending Outlook for HR Technologies

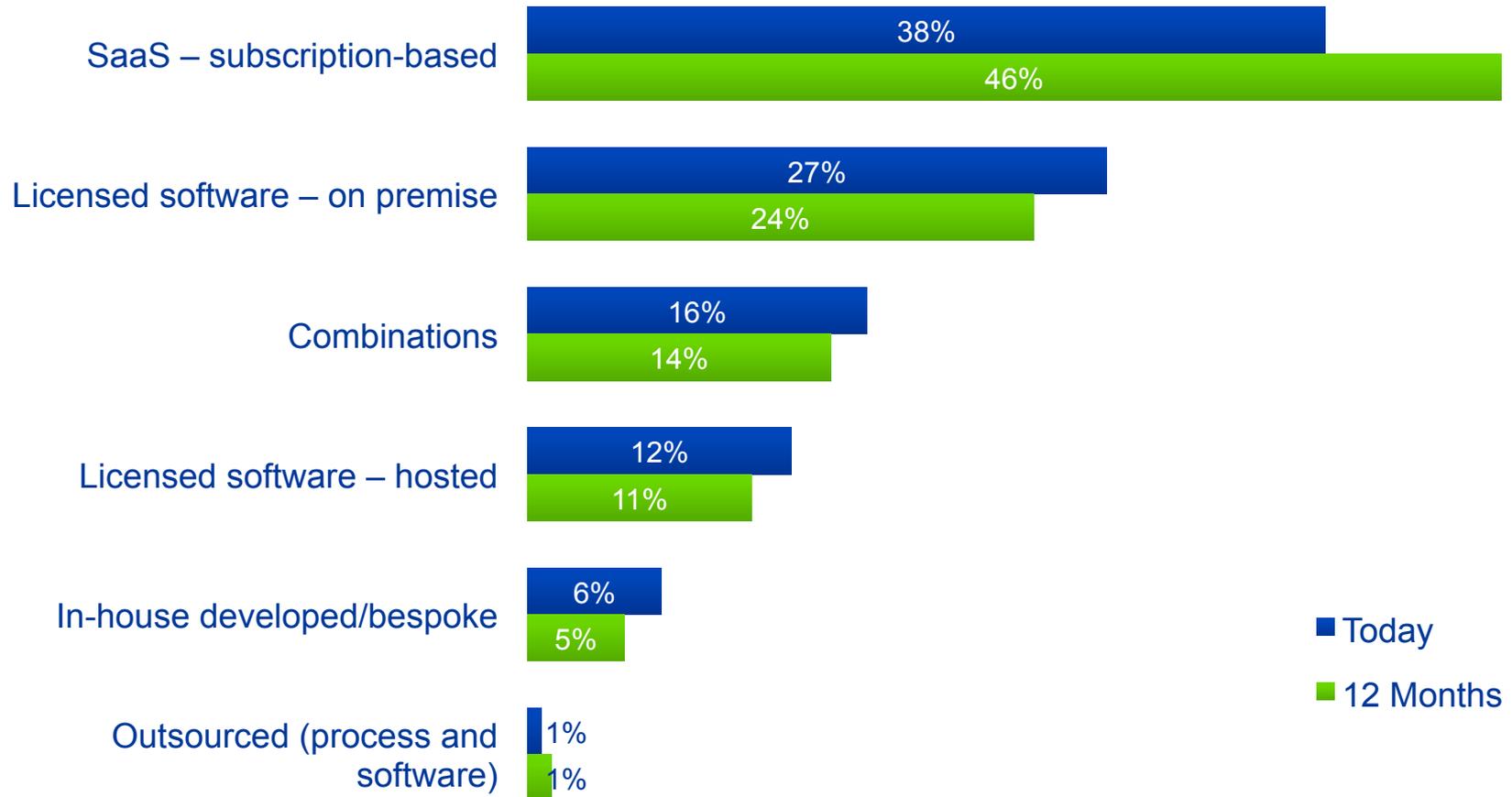
Essentially Similar to 2012, but with a Few More Large Organizations Reporting an Expected Decrease

Spending Plans for Next Year by Employer Size



SaaS is the Dominant Deployment Approach for Talent Management

Talent Management Deployment Approach

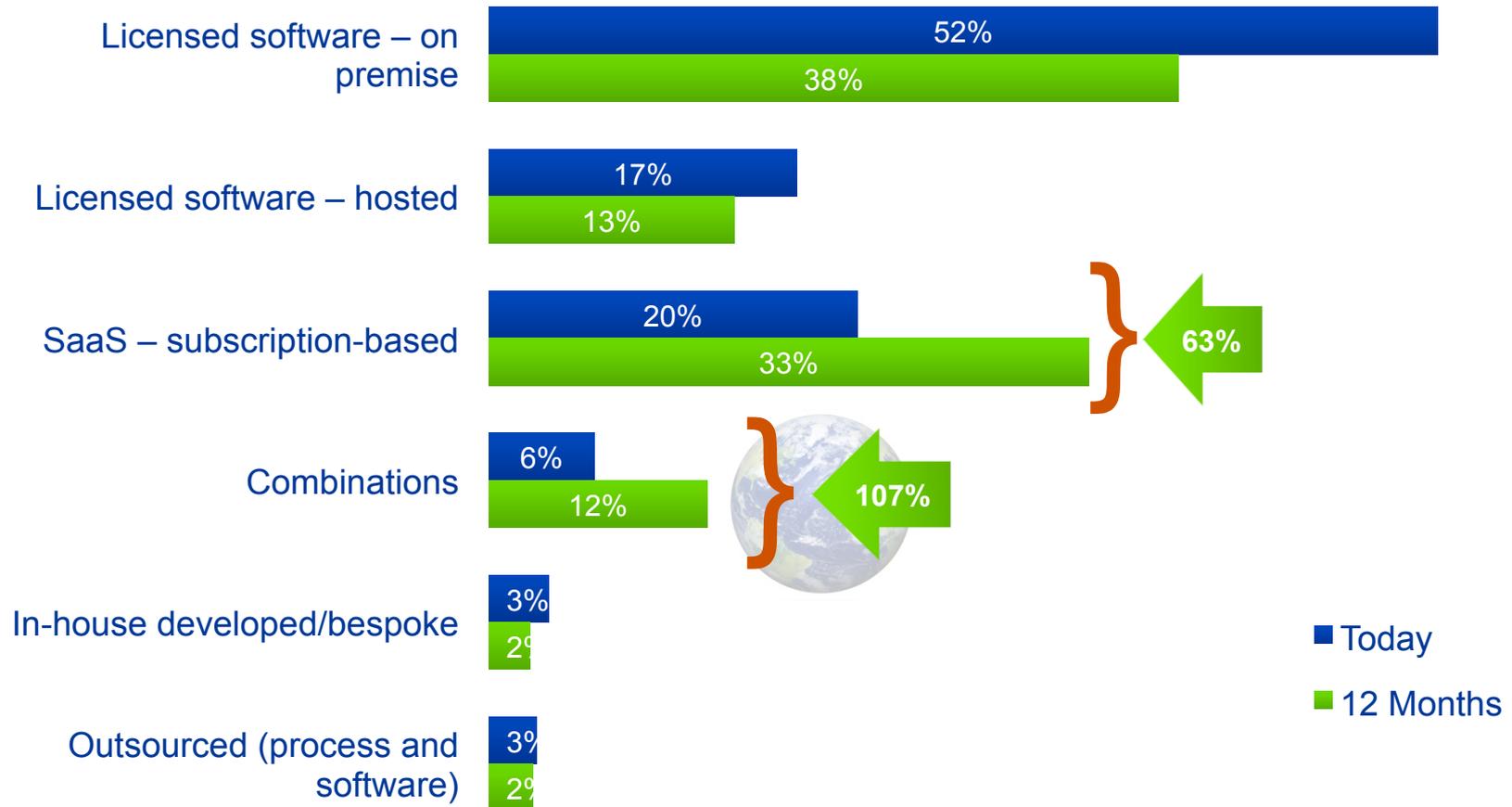


Now the HRMS Application is *Trending* Towards SaaS

Don't Forget Though that Licensed On Premise Still Leads

Core

HRMS Application Deployment Only



While 55% of Respondents Report They Will Not Move to a SaaS HRMS, Why Will 45%? n=1,231

Reasons for Moving to a New SaaS Core HRMS n=556



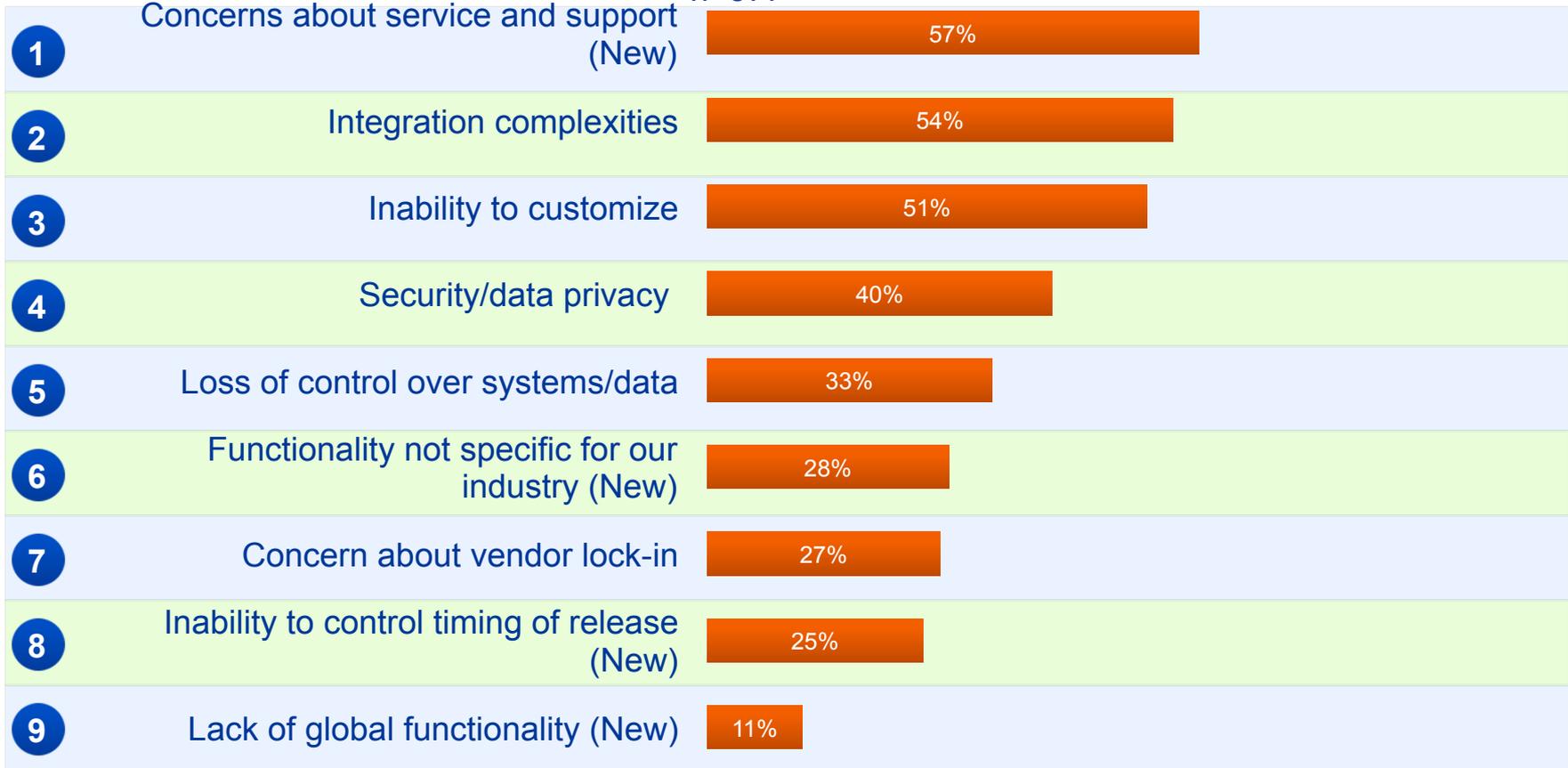
Improving the User Experience Continues as #1 Reason to Move

Why Not?

New Concerns Identified

Concerns About Moving to a New SaaS Core HRMS

n=577

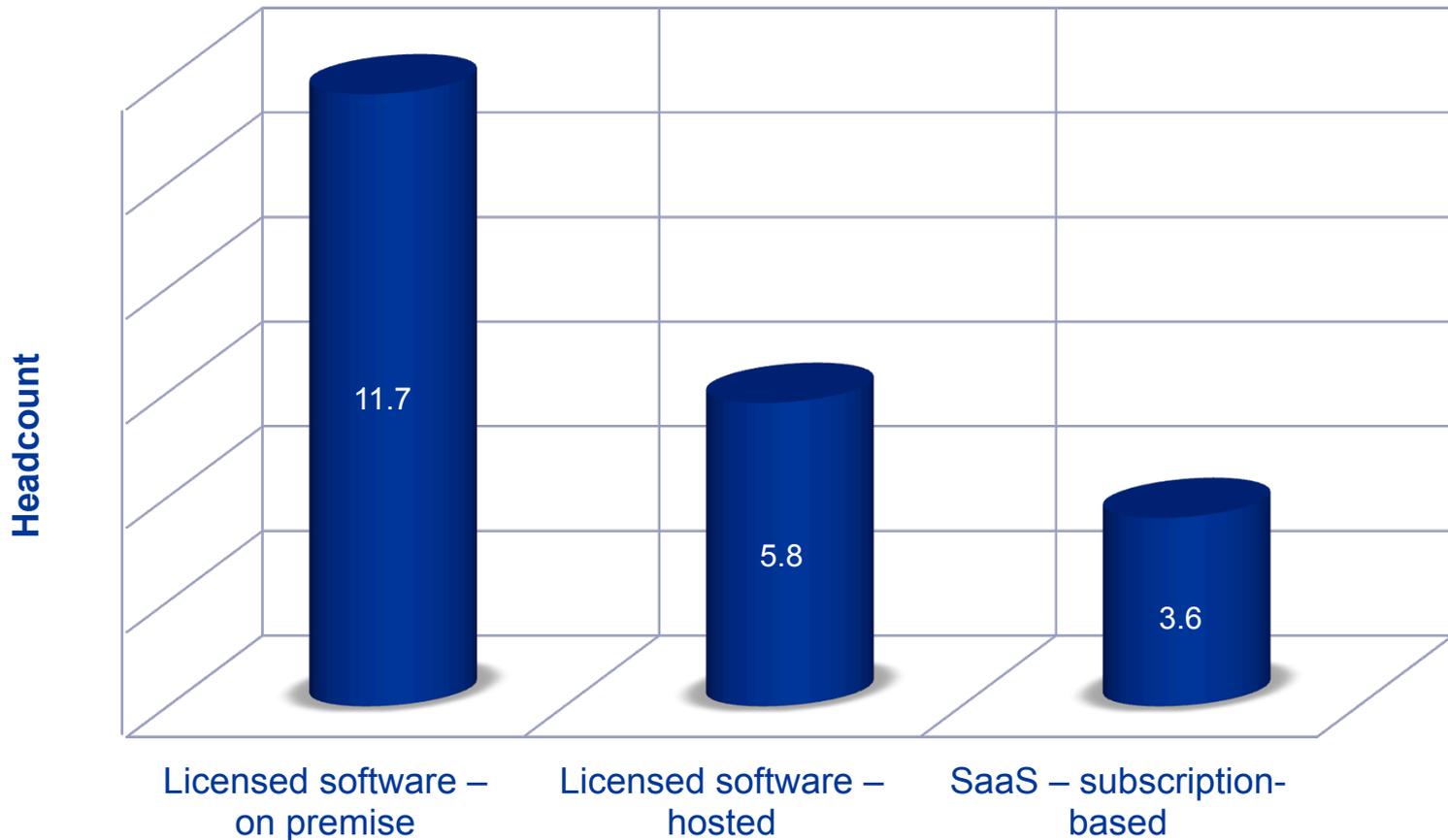


SaaS Value Propositions:

A SaaS HRMS Takes 1/3rd the Staff Overall to Deploy/Support

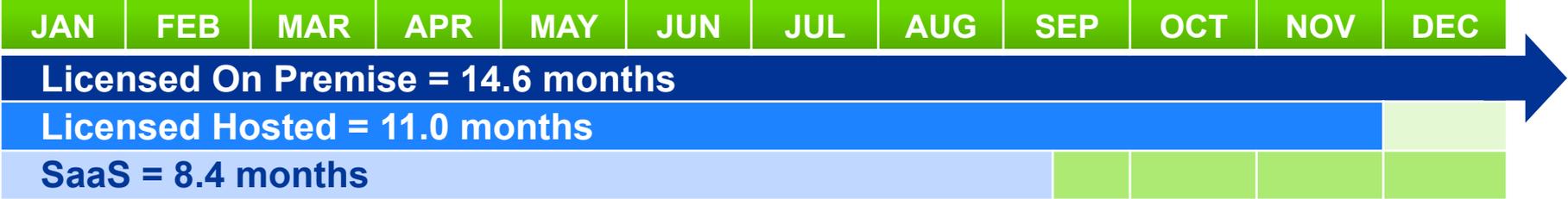
Core

Impact of HRMS Deployment Type on
HRIT/IT Headcount – Overall n=423



SaaS Takes Less Time to Deploy, Yielding Faster Time to Benefit

Length of Time for New HRMS Deployments n=648



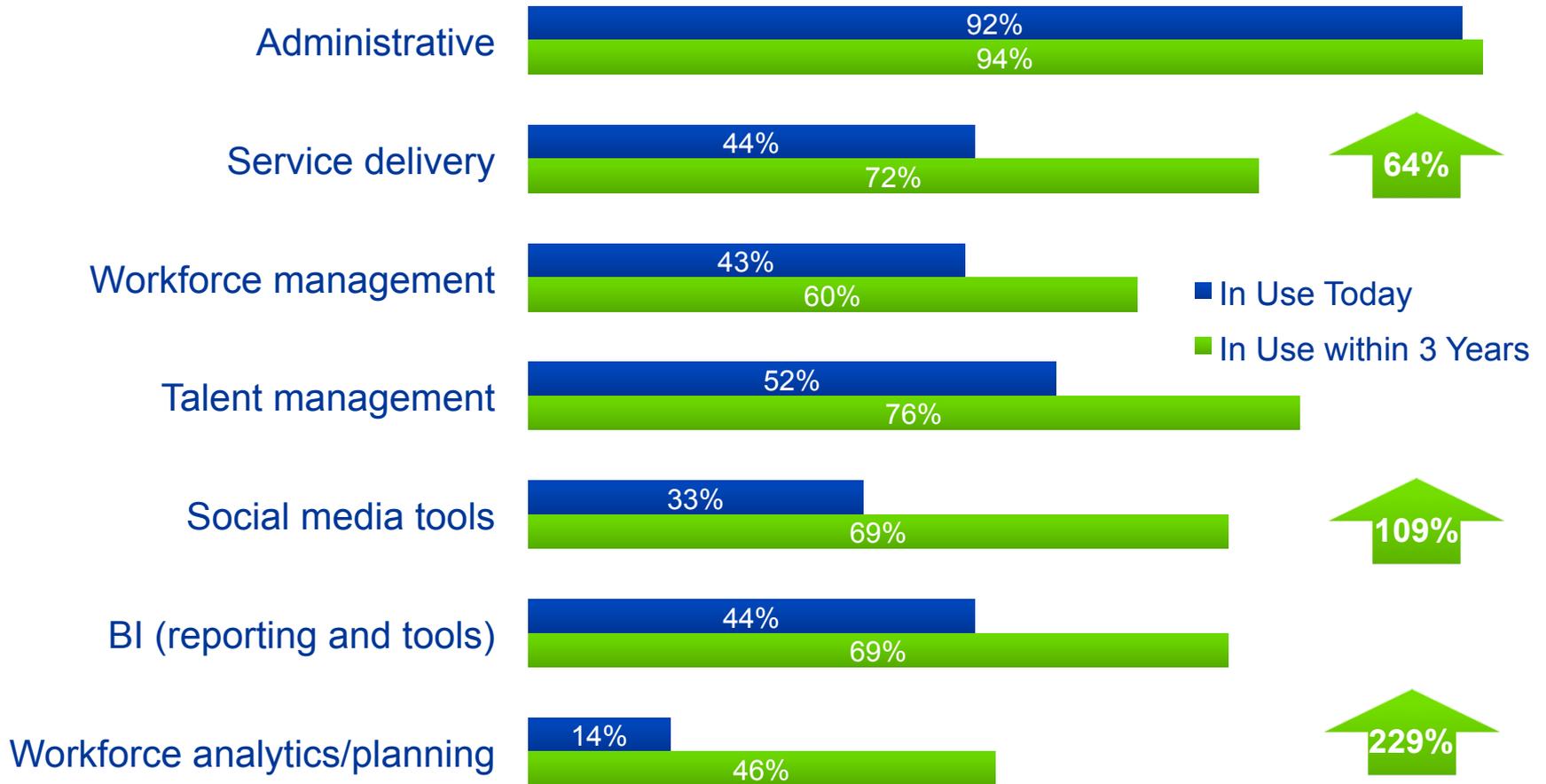
Time for New Deployment for an HRMS by Size of Organization in months



Three Year Adoption Outlook

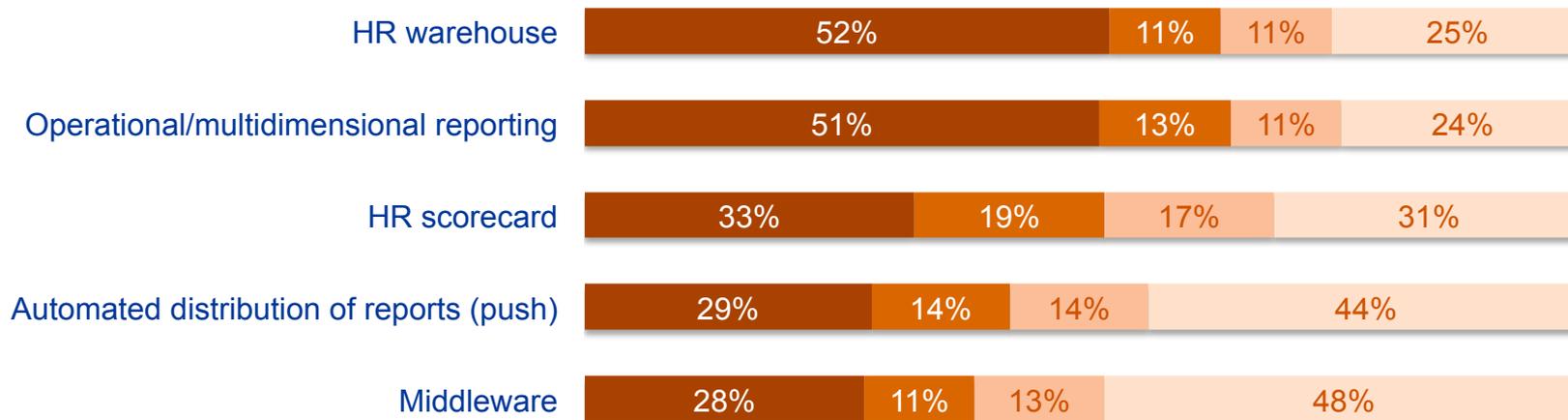
The Same Three Areas Continue to Show Strongest Projected Growth

Three-year Application Outlook

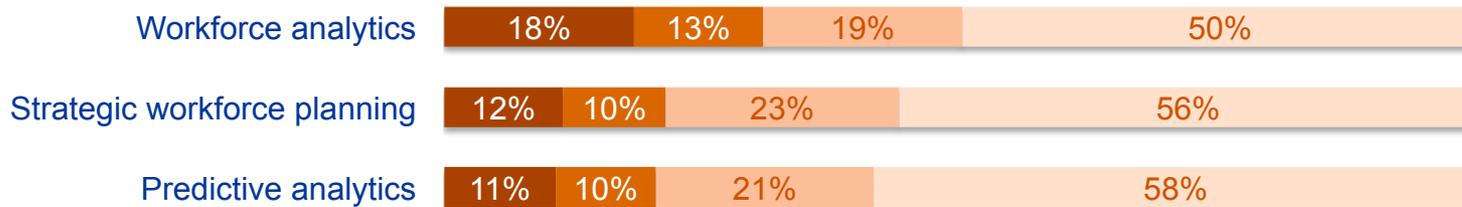


Business Intelligence/Tools/Analytics Adoption – Many Parts or Not?

Business Intelligence Tools/Reporting



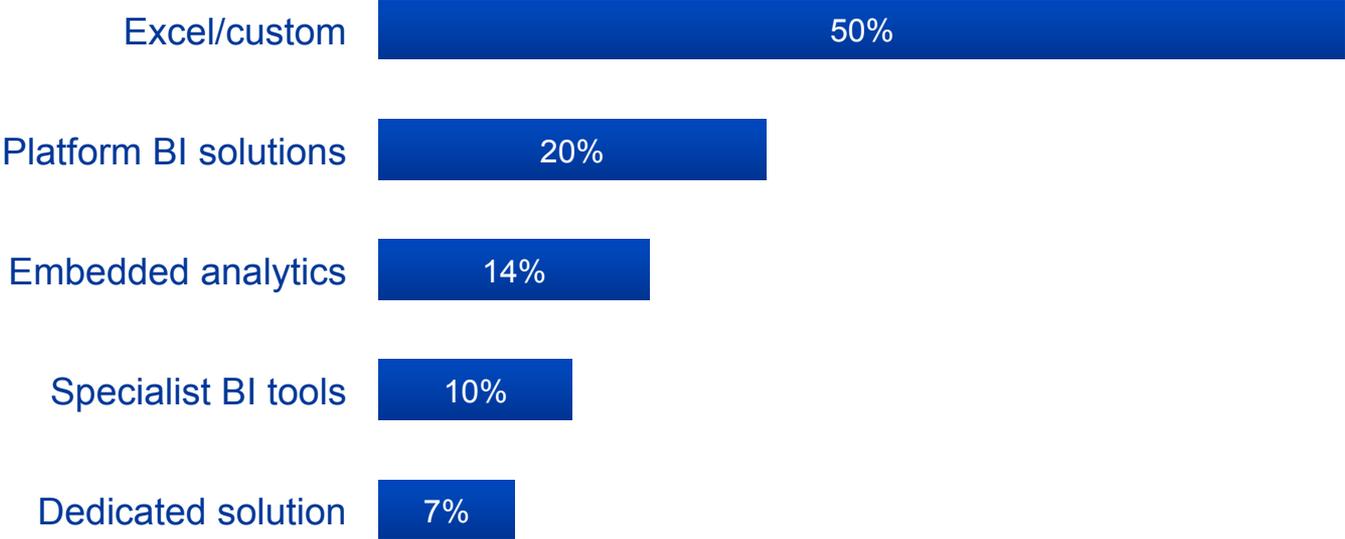
Analytics and Planning



■ In Use
 ■ Budgeted for Next 12 Months
 ■ Within Next 36 Months
 ■ No Plans/Not Aware

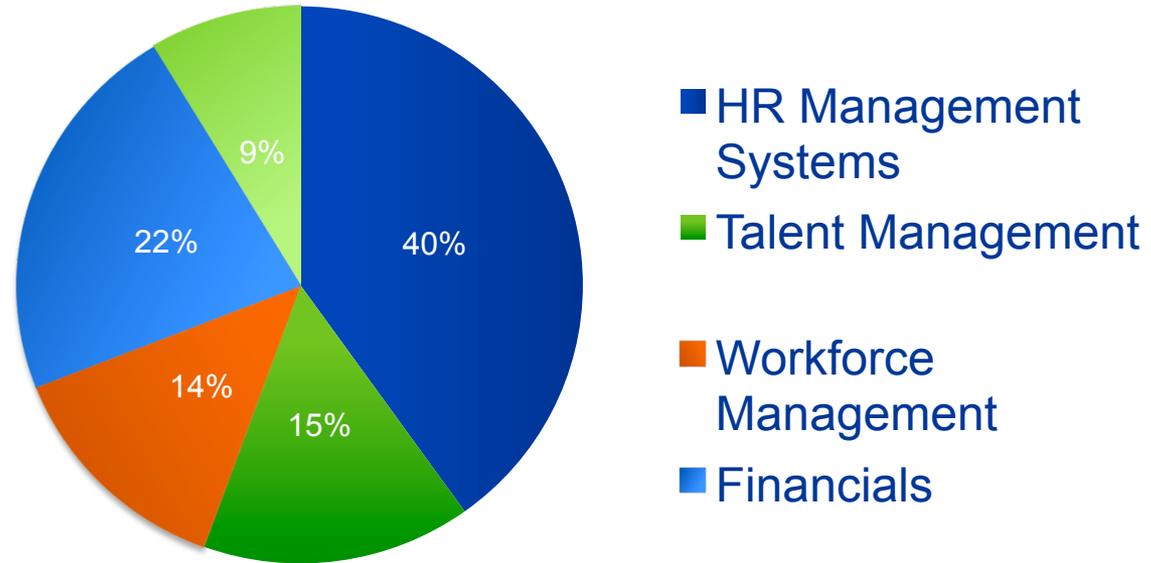
Primary Deployment Model Today is Still Excel!

Analytics/Planning Deployment Model Today



BI Sources and Workforce Analytics Usage

Business Intelligence Sources



How Workforce Analytics are Used



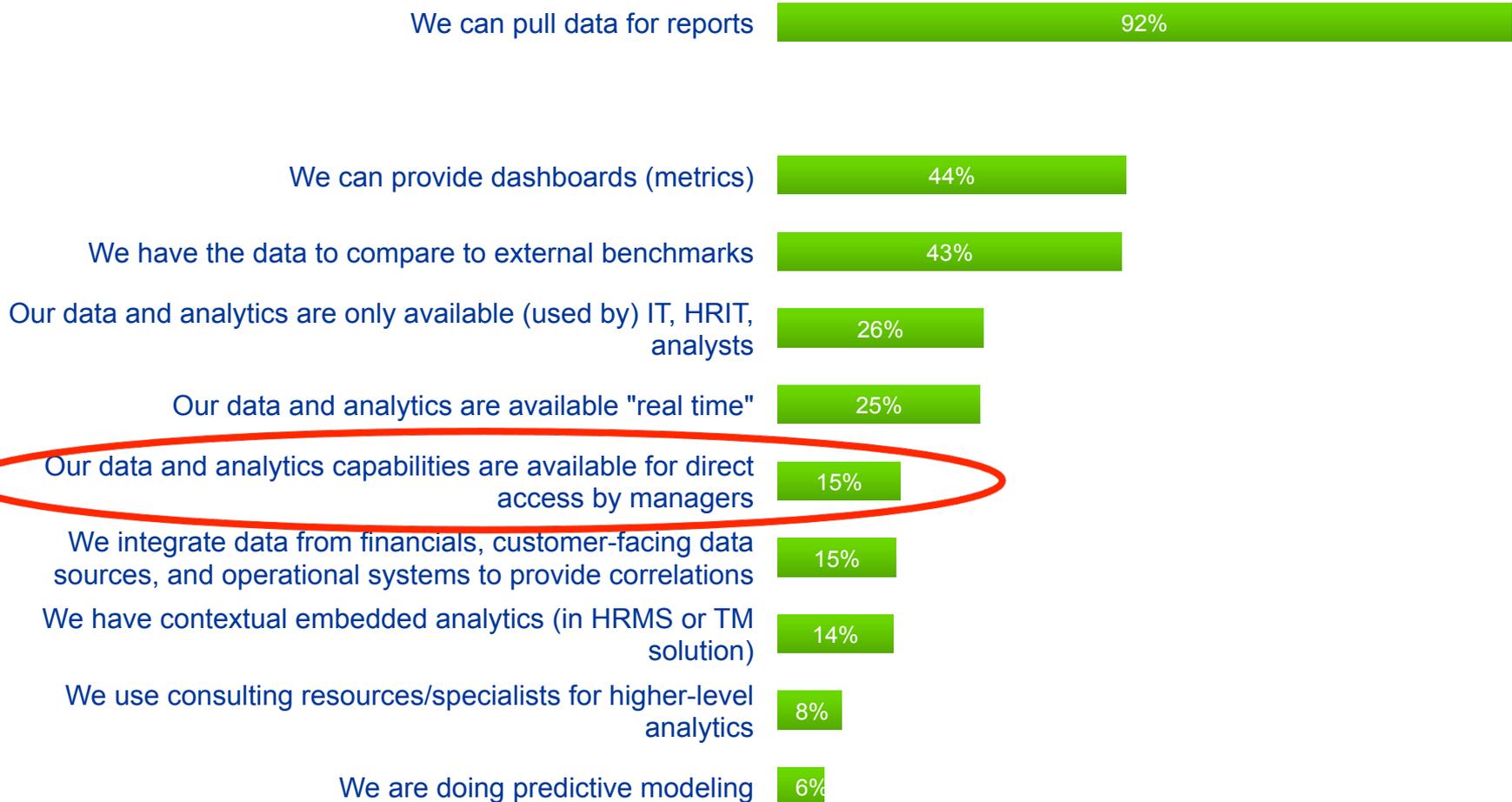
BI/Analytics Adoption:

Most Organizations Are At Least Able to Pull Data for Reporting of Metrics. Few Have Integrated Data Available to Managers.

BI

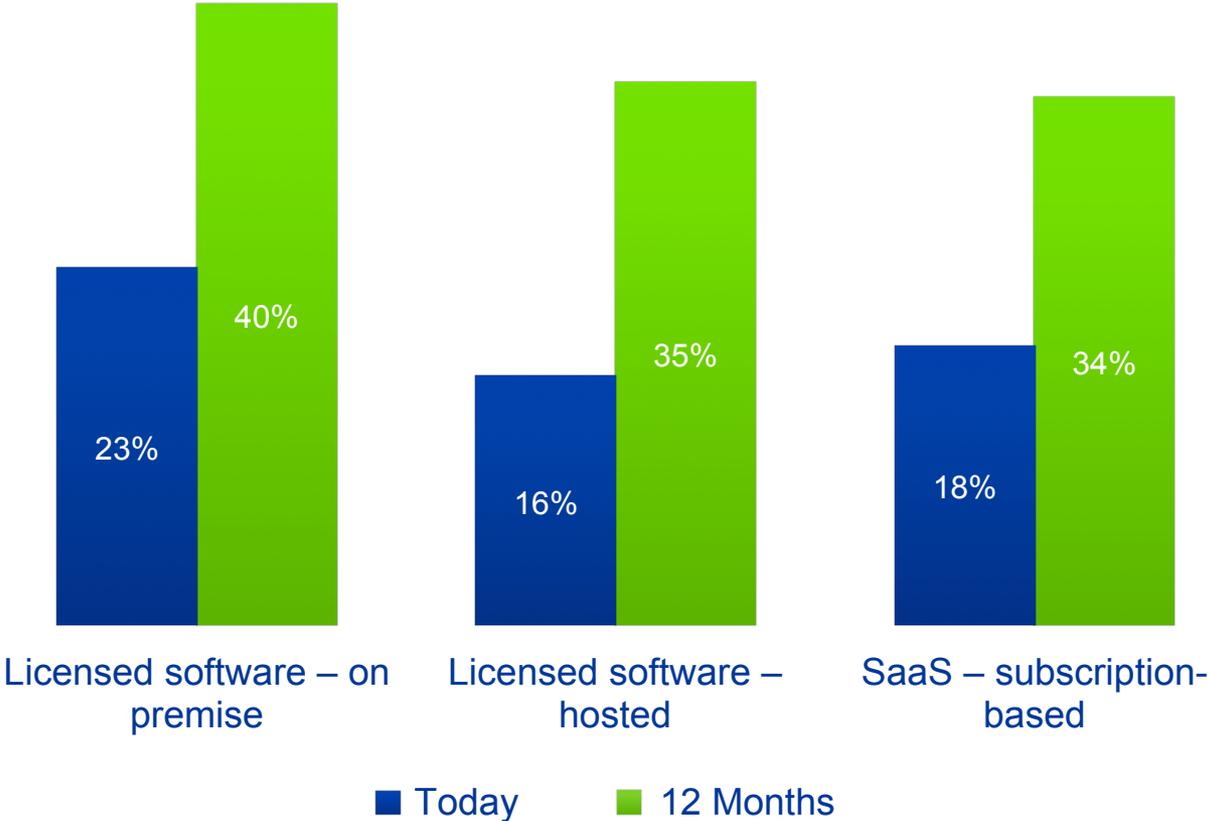
WFA

BI Delivery Approach



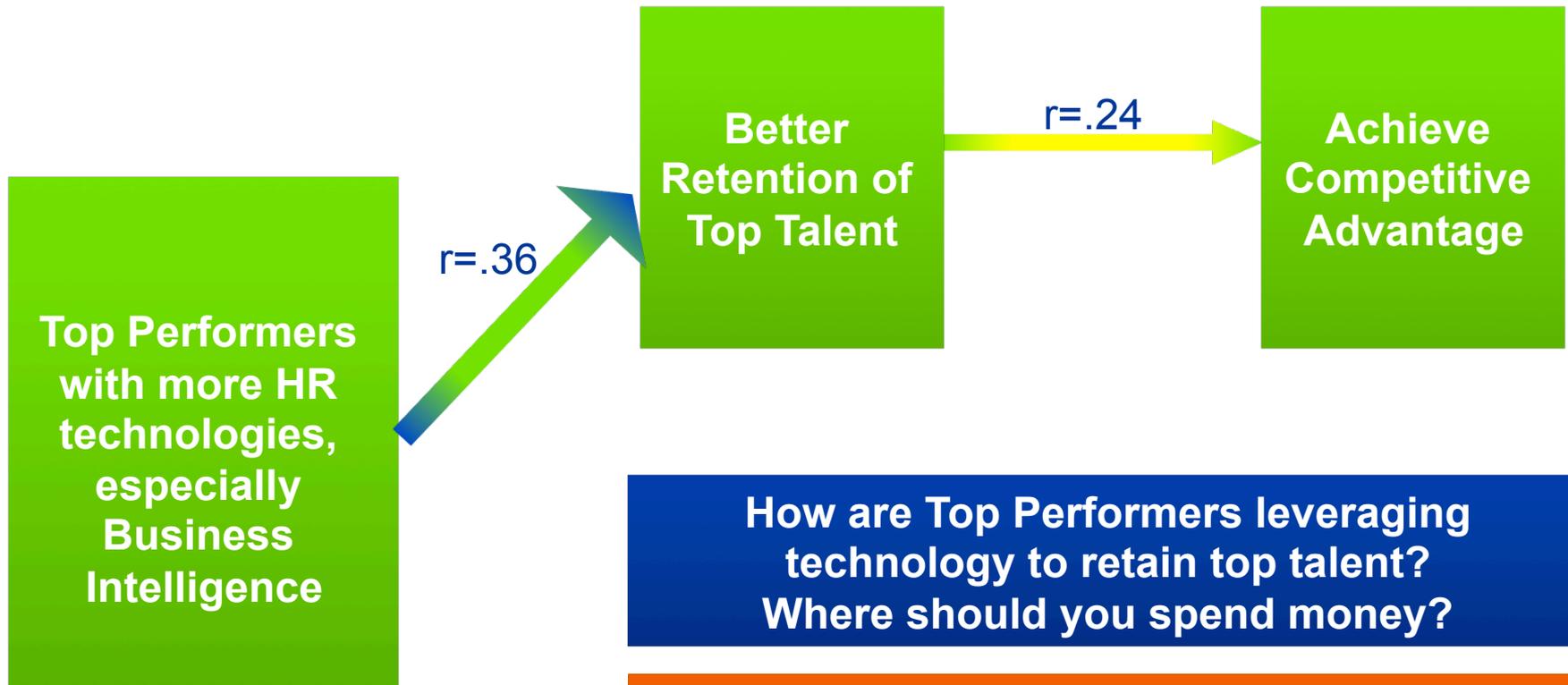
Regardless of Deployment Approach, Organizations Plan to Increase Manager Access

Managers with BI Direct Access



Value of HR Technologies from Statistical Analysis

More BI Technologies Linked to Top Talent Retention and to Improved Competitive Advantage



How are Top Performers leveraging technology to retain top talent?
Where should you spend money?

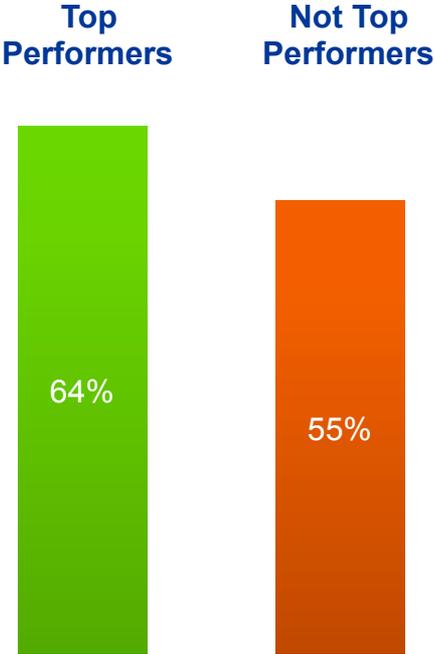
They use HR business intelligence and get that data into the hands of managers for best practice workforce decision making.

Lessons Learned from 16th Annual Survey

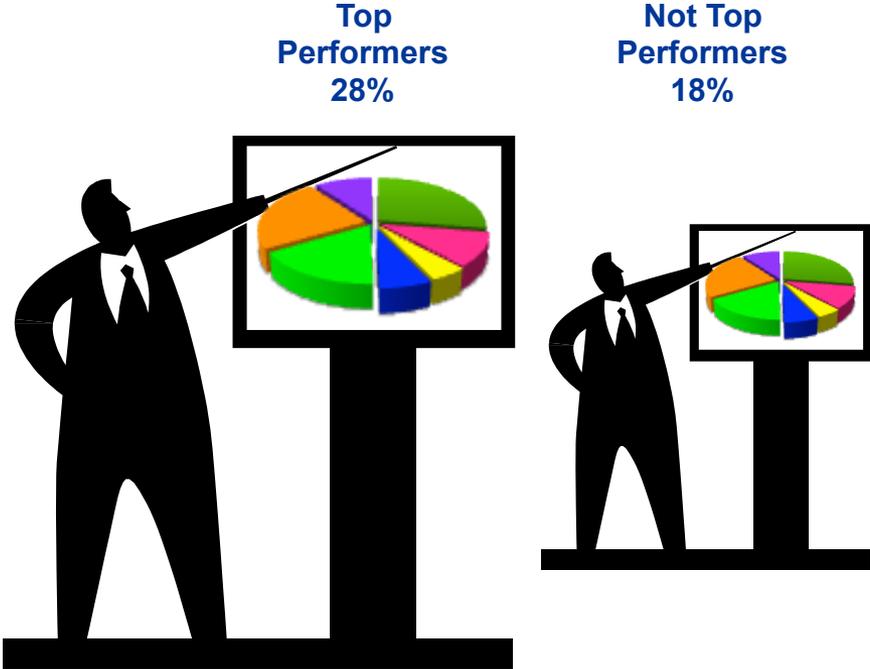
- Lesson #1: Get the basics right and keep it simple
- Lesson #2: Invest in more HR technologies
- Lesson #3: Make talent management a priority
- Lesson #4: Put technology into the hands of your employees and managers – especially BI

Lesson #4: Put Technology into the Hands of Your Employees and Managers – Especially BI

Average Employee Use of Direct Access Services



Managers with Access to BI Tools



Q&A



Where to Go for More Information

- <http://www.cedarcrestone.com/survey> for survey report
- Sign up for survey updates on our website:

The screenshot shows the CedarCrestone website header. The CedarCrestone logo is on the left. To the right, there is a 'Stay connected' section with social media icons for YouTube, blog, RSS, Twitter, LinkedIn, and Facebook, all enclosed in a green and orange oval. Further right are buttons for 'Research', 'Contact', and 'Careers'. Below these is a search bar with a 'Go' button. The main navigation menu includes: ABOUT | SOLUTIONS | SERVICES | INDUSTRIES | eRESOURCES | CEDARCRESTONE SOFTWARE INDIA | PROPEL METHODOLOGY. A secondary menu lists: Consulting Services | Managed Services | Middleware Services | Strategic Services & Research | Technology Integration Services. A third menu lists: Annual Survey | Business Case Development & ROI | Business Process Innovation/Improvement | Change Management | HR Effectiveness Assessment | Research | Workforce Metrics & Analytics Assessment | Workforce Technology Assessment & Strategy | Vendor/Software Evaluation & Selection. Below the menu is a 'Share' button. The main banner features the CedarCrestone logo, a globe, a bar chart, and the text: 'NOW AVAILABLE! CEDARCRESTONE 2013-2014 HR SYSTEMS SURVEY WHITE PAPER HR Technologies, Deployment Approaches, Value, and Metrics 16th ANNUAL EDITION Register HERE to download!'. The number '16!' is prominently displayed.

NEW! CedarCrestone 2013-2014 HR Systems Survey Press & Articles

- [The Bill Kutik Radio Show® – Bill, Dave Duffield, and Leighanne Levensaler of Workday discuss The Survey!](#)
- [IHRIM Wire – Vendor Solutions in Use and Planned from the 16th Annual CedarCrestone HR Systems Survey](#)

CedarCrestone 2012-2013 HR Systems Survey: HR Technologies, Deployment Approaches, Value, and Metrics – 15th Annual Edition

The White Papers, Press & Articles, and Events & Presentations below are the latest and greatest materials relating to our most recent Annual Survey. Please visit our [Research](#) page to learn more about and download our other CedarCrestone White Papers and previous Annual Survey White Papers.

White Papers

- [Going Global with HR Technologies: 2013. Highlights and](#)

Events & Presentations:

- CedarCrestone and Workday Roadshow – Enabling Real Agility in



Where to learn more...



2013 Survey Report - The State of Workforce Analytics and Planning

Survey of over 400 U.S.-based employers regarding their workforce analytics & planning practices, preferences and future plans.



Creating the Business Case for Workforce Analytics

A framework for quantifying the value of workforce analytics, and techniques to gain buy-in from stakeholders



eBook: The Definitive Guide to Workforce Analytics: A Practical Guide for Today's HR Professional

From building the business case to successful workforce analytics implementations in one handy ebook.

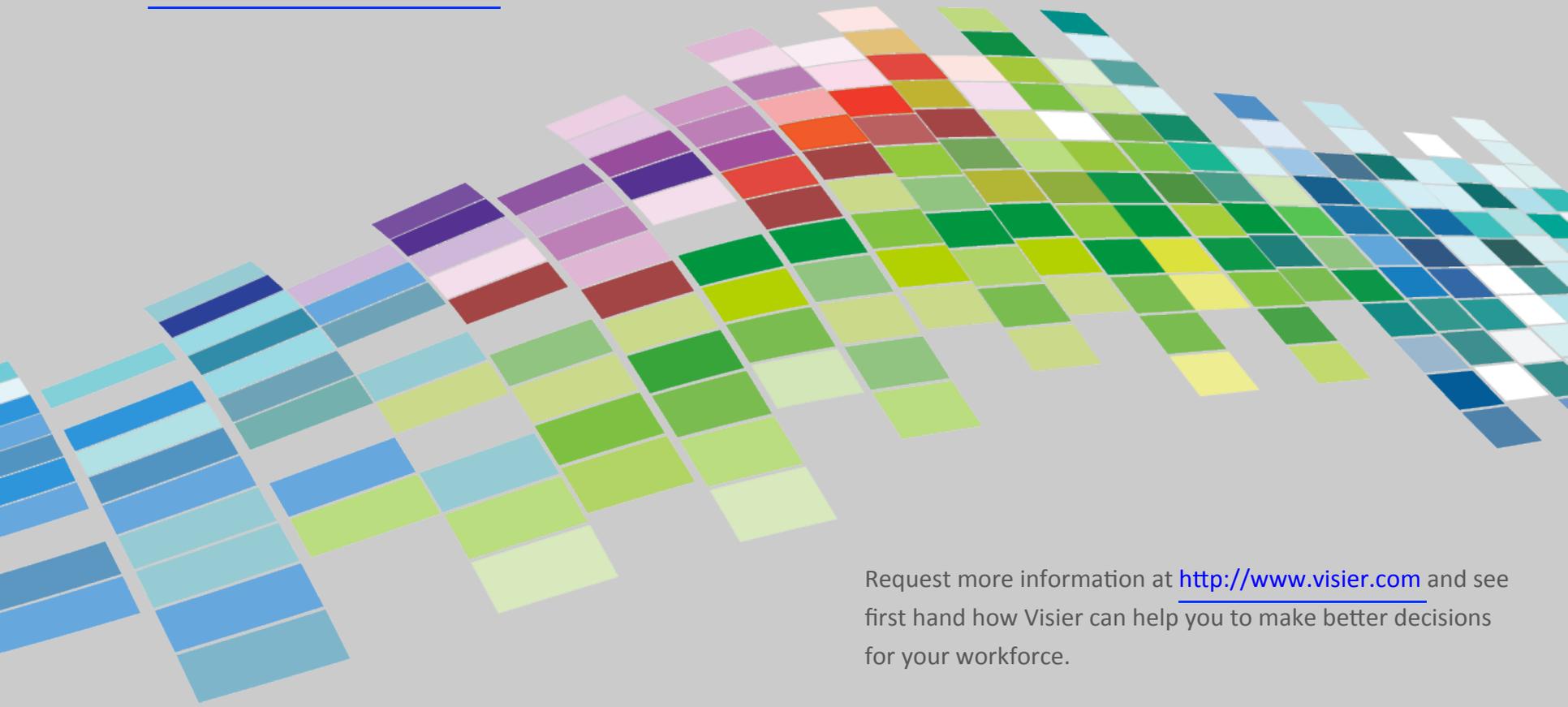
Download these reports, on-demand webinars and more:
<http://www.visier.com/resources/>

Additional reports and on-demand videos on:

- Case Studies
- Use of Predictive Analytics
- 5 Myths and Truths of Workforce Analytics
- Going from HR Metrics, to HR Analytics
- And others...

THANK YOU

Contact us at **1-888-277-9331**
or info@visiercorp.com



Request more information at <http://www.visier.com> and see first hand how Visier can help you to make better decisions for your workforce.

Please Download the CedarCrestone Report

<http://www.cedarcrestone.com/survey> for more info!

- Vendor solutions in use and planned for core HRMS and integrated talent management
- Comparative annual expenditure data for SaaS and licensed HRMS solutions
- Value-chain factor analysis
 - Shows that social, mobile, and workforce management applications yield not only key HR outcomes but business outcomes.
- Key service delivery trends
 - System consolidation and shared service center increases leading to transformation
- Emerging technologies adoption: Gamification and Big Data
- Check out the latest IHRIM Wire for detail on point solution vendors and detail application adoption.

http://www.ihrim.org/Pubonline/Wire/Sept13/CedarCrestone_16thSurvey_IHRIMWire.pdf



A CedarCrestone Service



Benchmark Service: Application Dashboards

Sample Customer Benchmark Analysis

	Your Organization	Direct Competitors	Same size, Global, white collar	Optimized service delivery
Administrative Applications	Leads	At market	At market	At market
Service Delivery Applications	Leads	Leads	Lags	At market
Workforce Management Applications	At market	Leads	Lags	At market
Talent Management Applications	At market	At market	Lags	At market
Business Intelligence Applications	Leads	Leads	Lags	Lags
Workforce Optimization Applications	At market	At market	Lags	Lags
Social Media Used Strategically	Leads	Leads	Lags	Lags
		Adoption level leads by 5%		Adoption level lags by -5%

*Assessment by CedarCrestone based on review of all HR applications in use or planned for deployment

Sample dashboard that compares you to others in your industry, of your size, to the “top quartile” in your industry, or to overall industry top performers. It should be the starting place of any update to your HR systems strategy. Contact HRSystemsSurvey@CedarCrestone.com for pricing.