



People Analytics Platforms – Provider Compendium 2024

June 2024: Complimentary Abstract / Table of Contents

Provider Compendium
Human Resources



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- ▶ Locations Insider™
- ▶ Marketing Services
- ▶ Market Vista™
- ▶ Microsoft Azure
- ▶ Microsoft Business Application Services
- ▶ Modern Application Development (MAD)
- ▶ Mortgage Operations
- ▶ Multi-country Payroll
- ▶ Network Services and 5G
- ▶ Oracle Services
- ▶ Outsourcing Excellence
- ▶ Payer and Provider Business Process
- ▶ Payer and Provider Information Technology
- ▶ Price Genius – AMS Solution and Pricing Tool
- ▶ Pricing Analytics as a Service
- ▶ Process Intelligence
- ▶ Process Orchestration
- ▶ Procurement and Supply Chain
- ▶ Recruitment
- ▶ Retail and CPG IT Services
- ▶ Retirement Technologies
- ▶ Revenue Cycle Management
- ▶ Rewards and Recognition
- ▶ SAP Services
- ▶ Service Optimization Technologies
- ▶ Software Product Engineering Services
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Locations: costs, skills, sustainability,
portfolios

Contents

4	Introduction and overview	54	SplashBI
5	Research methodology	58	Vemo Workforce
6	Key information on the report	62	Visier
7	Background and scope of the research	66	Workday
8	Understanding people analytics platform		
9	Enterprise sourcing considerations	70	Appendix
10	Crunchr	71	Glossary
14	Dayforce	72	Research calendar
18	eqtble		
22	HCMI		
26	HiBob		
30	isolved		
34	Nakisa		
38	One Model		
42	Panalyt		
46	Praisidio		
50	Sapience Analytics		

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Background and scope of the research

Due to advances in technology, it is easier to capture, process, and analyze data. Businesses are using analytics as a crucial lever in their decision-making process. Enterprises are prioritizing investment in resources to capture and analyze employee data to make better and more informed decisions rather than relying solely on intuition.

People analytics platforms can help enterprises aggregate people and business data, process it, and provide actionable insights for strategic and operational decisions. Such tools make metrics easier to interpret for each stakeholder involved in decision-making, including leaders, HR, and line managers. As the market matures, enterprises will also rely on the actionability of these platforms to determine the next course of action for their business decisions. As data-driven decision-making becomes more crucial, the enterprises need to select the appropriate provider for embarking on the analytics journey.

This report includes the profiles of 15 leading people analytics platform providers, covering the following aspects of their offerings and capabilities:

- Company overview
- Product overview and partnerships
- Product features and functionalities and key enhancements
- Recent deals and announcements
- Market adoption and client portfolio mix

Scope of this report

Assessment: assessing people analytics platform providers available in the market for independent licensing; operational and product information as of Q4 2023

Coverage: covers all industries, geographies, pure-play people analytics platform providers, and broad-based Human Capital Management (HCM) and HR technology providers having reporting and analytics capabilities

Technology providers: covers 15 people analytics platform providers including Crunchr, Dayforce, eqtble, HCMI, HiBob, isolved, Nakisa, One Model, Panalyt, Praisidio, Sapience Analytics, SpashBI, Vemo Workforce, Visier, and Workday

Overview and abbreviated summary of key messages

This report examines the detailed profiles of providers analyzed in the People Analytics Platforms PEAK Matrix® Assessment 2024.

This report provides comprehensive snapshots of the 15 major people analytics platform providers. Each profile highlights the provider's technology capabilities along with presence across geographies, industries, and buyer sizes sub-segments.

Some of the findings in this report, among others, are:

Definition and scope

- This section outlines the criteria used to identify people analytics platform providers
- This assessment includes both specialist people analytics platforms and broad-based HCM/HR technology providers with people analytics module

People analytics platform provider profile

- People analytics platform overview – Includes company overview, product overview, key leaders, product enhancements, and list of deals, investments, and announcements. It also includes key clients, key partners, number of FTEs, the number of employees covered using people analytics platforms, and revenue by industry, geography, and buyer size
- People analytics platforms capabilities and offerings – Includes detailed capabilities and offerings of the people analytics platforms within the sub-dimensions of data aggregation and modeling, type of analytics supported, reporting abilities, technologies used, emerging capabilities, data security and compliance, professional services, and hosting model supported

The study provides detailed view of providers’ people analytics offerings and capabilities | snapshots to illustrate the depth of report

People Analytics Platforms – Provider Compendium 2024 | 1

Provider 1 profile (page 1 of 4)

Overview

Company Overview
 Provider 1, headquartered in the XYZ, is a people analytics software company founded in 2015. It specializes in providing HR analytics solutions that enable enterprises to make strategic business decisions to-use analytics interface across the entire hire to retire cycle.

Headquarters: XYZ **Website:** www.xyz.com

Key leaders

- XYZ
- XYZ
- XYZ

Product Overview
 The platform is a solution for users looking to answer any workforce-related metric by e natural language. It is powered by patented ML and generative AI and has robust secu put in place. It can send textual as-well-as graphical responses on which the users can quickly take prompt action.

Key HR use cases

Recruitment	Turnover
Learning and development	Organization design

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People Analytics Platforms – Provider Compendium 2024 | 2

Provider 1 profile (page 2 of 4)

Overview

Market adoption and partnership overview

Description	As of December
People analytics platform clients	XX
Number of FTEs	XX
Number of employees covered using people analytics platform	XX
Key partners (includes resellers, ISVs, SIs, and technology partners)	-

Major people analytics platform clients [NO]

- XYZ
- XYZ
- XYZ
- XYZ

1 Others comprise real estate, transportation, membership groups, professional services, higher education, too Note 1: The people analytics platform adoption and client split data is as of December 31, 2023. Note2: Operational information is based on publicly available data and Everest Group estimates Source: Everest Group (2024)

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People Analytics Platforms – Provider Compendium 2024 | 3

Provider 1 profile (page 3 of 4)

Capabilities and offerings

Data aggregation and modeling

Aggregate data from different HR systems (e.g., HCM/HRIS, payroll, learning, and performance systems)	Aggregate d
Ability to automatically transform and cleanse raw data and create a data model for generating insights	Availability of
Ability to assess data quality for inconsistencies and errors	

Type of analytics

Descriptive analytics	Diagnostic analytics
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Reports and drill-downs

Ability to create custom reports/dashboards	Ability to sup demographic
Ability to provide in-house industry/external benchmarks	Ability to inte
Ability to create alerts that notify the HR when a pre-defined threshold for a metric is breached	Ability to exp

Technology leveraged

Natural Language Processing (NLP) / Machine Learning (ML) capabilities	Automation c
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People Analytics Platforms – Provider Compendium 2024 | 4

Provider 1 profile (page 4 of 4)

Capabilities and offerings

● Not available ● Available ● In the roadmap ● Available via partner

Emerging capabilities

Ability to provide insights into the skills of the workforce	Ability to conduct surveys	Ability to offer collaboration analytics
Ability to support what-if analysis / scenario modeling	Ability to support human capital reporting for regulatory compliance (ISO 30414, CSRD, etc.)	Ability to offer Platform-as-a-Service (PaaS) capabilities to enable developers to use APIs to facilitate modeling/analysis and create dashboards

Data security and compliance

Ability to handle sensitive information and ensure data protection	ISO 27001 certification	SOC 2 certification
Accessibility compliance (e.g., WCAG and VPAT)	Single sign-on support for users	Role-based access controls (for administrators, business analysts, data scientists, etc.)

Implementation, training, and support

Training offered by provider	Training offered by certified partners	Training offered in multiple languages ¹
Remote maintenance support	24/7 support service	Embedded product help tool
Certification programs	Ability to provide professional services	Built-in version control for the product

Hosting model options

Central server (on-premises)	Public cloud	Private cloud	Hybrid fashion
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¹ Currently, training is offered only in English language

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Research calendar

Human Resources

	Published	Current release	Planned
Reports title	Release date		
Digital Adoption Platforms (DAP) State of the Market 2023 – Update			December 2023
Multi-process Human Resources Outsourcing (MPHRO) State of the Market 2023			December 2023
Rewards and Recognition (R&R) State of the Market 2023: Exploring the Next-Generation of R&R Platforms			December 2023
Multi-country Payroll (MCP) Solutions – State of the Market Report 2023 – Update			January 2024
Evolving with AI: the Rise of Next-Generation Digital Adoption Platforms (DAPs)			March 2024
Reaping the Benefits of Unified Pay Solutions: Saying Goodbye to Payday Puzzles			April 2024
People Analytics Platforms PEAK Matrix® Assessment 2024			April 2024
Introduction to the Skills Intelligence Technology Landscape			April 2024
The Skills Intelligence Technology Landscape: Focus on Talent Management			May 2024
The Skills Intelligence Technology Landscape: Focus on Talent Acquisition			May 2024
People Analytics Platforms – Provider Compendium 2024			June 2024
Digital Adoption Platforms (DAP) PEAK Matrix® Assessment 2024			Q3 2024
Multi-Process Human Resources Outsourcing (MPHRO) Services PEAK Matrix® Assessment 2024			Q3 2024
Employer of Record (EOR) Solutions PEAK Matrix® Assessment 2024			Q3 2024
Multi-Country Payroll (MCP) Solutions State of the Market 2024			Q4 2024

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