

# Smarter Workforce Powered by Advanced Analytics

## Pegasus Advantage

- Predictable monthly expense - No hidden cost.
- Ability to work with industry leading HR Systems.
- 360 Degree view of Workforce
- No Systems or Software to manage.
- Customizable Dashboards.
- Flexible Model - expands and shrinks depending upon business

## Flexible Deployment

Solutions can be:

- Hosted in your data center.
- Hosted on the cloud.
- Use it on Desktops or Mobile devices.



*Today's customers are empowered. They want a true business partner that can add value to their business process. PKSI has been delighting enterprise organizations for over 20 years, providing choice, convenience, personalization and value. We don't simply meet customer needs, we anticipate them.*

**Employee AI 360:** Integrate employee data from multiple source systems using pre-built data connectors and provide a single view of an employee. Employee data gets enhanced by external data we provide to give deeper insights; we apply machine learning techniques to give you a real AI 360 degree view of an employee.

**Analyze Employee Experience:** Text Mining and Machine Learning techniques are used to analyze the text data provided by employees in surveys, performance appraisals, etc., to better understand employee experience.

**Analyze for Unconscious Bias:** Ensure that analytics models and predictors are not inherently biased.

**Talent Analytics:** Using ML and behavioural analytics identify the right candidate for a particular job description based on Skill Score, Success Profile Score, and Propensity Score to accept an offer. We also predict if a candidate has the traits of high performers in your company. This will help the recruiting managers or talent acquisition specialists to identify the potential high performing candidate who has the right skills to be successful in a role.

**Measure Employee Engagement:** An increase in Employee Experience leads to an increase in employee engagement. Using our proprietary statistical techniques, we will measure the engagement at the individual employee level that will help you identify disengaged employees and help in addressing their concern to increase productivity.

**Workforce Planning:** Create more granular plans and forecasts by incorporating attrition predictions, understanding traits of high performers, skills gaps analysis, talent availability and candidate pipeline analytics. Analyze diversity statistics.

**High Performer Analytics:** Study the traits of your high performers and identify the employees and candidates who possess the traits of high performers for improved workforce planning.

**Attrition Prediction:** We apply machine learning techniques on the employee's data to predict high performing employees at risk of leaving within the next few months. Attrition score along with driver analysis will help you to retain your high performing employees and helps you save cost due to attrition.

**Succession Planning Analytics:** Identify Employees and Candidates that have the traits of high performers; identify workforce skill gaps, and forecast workforce needs.

**Training Recommender System:** Using AI's recommendation system technique applied to your existing data, identify the right functional and technical training that an employee needs to be effective.

**Workplace Diversity Statistics:** Analyze the organization's diversity and distribution in the workplace right from recruitment to retirement both at candidate and employee level.

**HR AI 360:** This is the pane of glass to measure all HR-related metrics needed for the organization's well-being. The power of AI and ML will predict and forecast some of the KPIs that can help the HR department to understand the trends and seasonality changes in a KPI and drill them down at a granular level and viewing it from multiple organizational dimensions.



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## Advantages



End to End HR Analytics on Demand and Out of The Box—at an Investment much Less than that of an in-house Data Team

Customers do not require in-house data science and data engineering teams

Customers do not have to maintain complex analytical systems that integrate multiple HR data sources

We support the Analytics on an ongoing basis—the Customer’s team focuses on taking actions based on Insights Deployed in the Cloud or On Premises Scalable and Extensible

We do the heavy lifting to stay abreast of AI Trends, HR Research and Technol-

**Best in Class Companies are using AI Techniques like Machine Learning to Improve HR Outcomes like Reducing High Performer Churn, Hiring the Right Talent, Assessing Employee Experience and Engagement, Assessing Skills Gaps, Analyzing D&I Metrics.**

## About PKSI

Founded in 1997, *Pegasus Knowledge Solutions, Inc.* (PKSI) is an independent advanced analytic software and services organization that partners with industry leading providers to help customers create value from their data, bringing a range of talents, including data integration and preparation, big data environments, data mining, predictive analytics, machine learning and text mining, as well as dashboarding and visualization. PKSI is focused on quality, speed of execution, value and above all customer satisfaction. Our global solution delivery centers are *ISO 9001-2008* and *ISMS 27001-2013 Certified*.



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