

INFOSHEET

How Visier Accelerates Bringing People Data to Microsoft Fabric





Microsoft has assembled its analytics platform assets under the brand Microsoft Fabric. This collection of tools aims to fulfill an end-to-end analytical environment aligned to the needs of IT, Data Science, and Business Analyst teams.

Visier People® is a comprehensive SaaS solution built to quickly provide you with complete people analytics—key insights about your employees and their working environment.

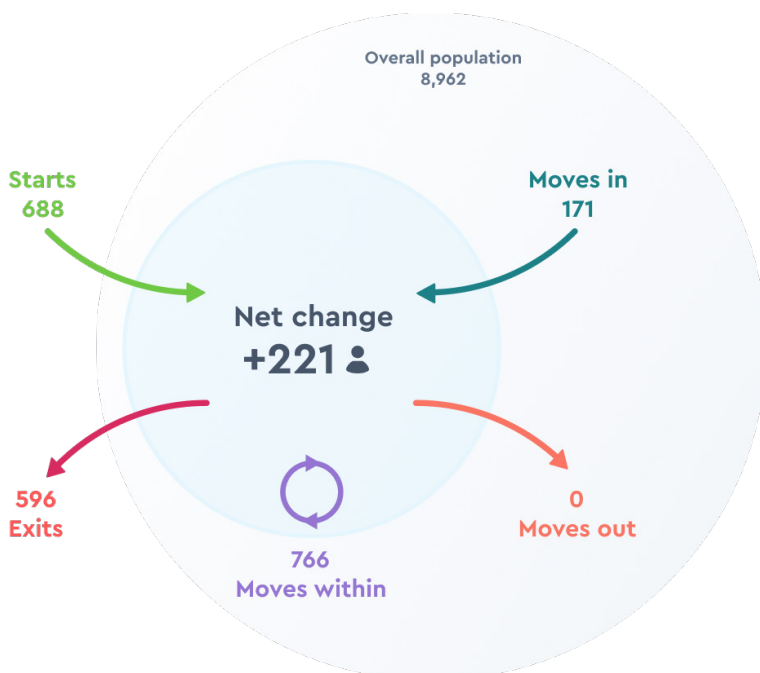
Visier People works with Microsoft Fabric, leveraging and enabling many of the Microsoft Fabric elements with added value. More importantly, it quickly accelerates your success in bringing insights to the HR team, executives, and people managers.



How Visier People accelerates people analytics for key audiences

Visier enables very large organizations to stand up robust people analytics functions quickly. This is due to a set of critical elements:

- With powerful integrations with HCM technologies, Visier can effortlessly collect and synthesize data into prebuilt, proven data models and data management. Many organizations have 10-15 systems with varying levels of modernity—this rapid ability to get to normalized data is very valuable.
- Many organizations create simple HR reporting metrics. Visier quickly expands your collection with a prebuilt library—complete with thorough documentation—that allows you to gain a deeper, more comprehensive understanding of your people.
- Visier comes prebuilt with deep narrative insights that explain the actions and insights that can be understood and inferred based on those metrics. This allows you to focus on rolling out insights to the widest possible audience as quickly as possible rather than spend endless hours creating new reports and resolving follow-up questions.
- Visier distributes all of these insights at scale using a robust, prebuilt security and governance model that allows for varying degrees of data access based on the user’s role, from executives to frontline managers.



In today’s evolving business landscape, you can’t wait to solve your most urgent workforce challenges. Visier provides radically simple solutions that help businesses and employees win together.

Visier deals with the unique complexities of people data. Headcount and movement reporting, for example, can be tricky given starts and exits that can occur on any given day. Visier quickly does all of the hard work and gives you the ability to dive into the nuanced details



The Visier Path

The Visier Path is the framework we use to guide customers through solving their most pressing people-related challenges. It takes the uncertainty out of buying, deploying, and scaling a people analytics solution, and ensures that your investment will have undeniable business impact.

Begin your journey by identifying the business challenges your organization wishes to tackle. Visier will guide you to the precise data, analysis, and actions required to solve those challenges, based on our deep expertise developed over more than a decade of supporting the world's most impactful people analytics teams.



1 FOUNDATIONAL IMPACT
Create a single source of truth and scale self-service insights.

2 DRIVE HR IMPACT
Connect insights to CHRO priorities to deliver on the people strategy.

3 DRIVE BUSINESS IMPACT
Connect people decisions with business outcomes to drive accountability and enhance manager effectiveness.

By combining this into a SaaS application, Visier quickly accelerates your organization's journey to providing complete and robust people analytics to your organization in your Microsoft Fabric.



How Visier People unlocks the power of Microsoft Fabric target users

Microsoft Fabric is designed to support key roles in the organization including data scientists, business analysts, and the data management team. Visier focuses on directly supporting those who lead and support people, managers, leaders, executives, and the entire HR function.

By integrating with Microsoft Fabric, Visier can bring value to both audiences quickly.

Data management

The data management team uses several tools in Fabric to organize, transform, and prepare data. These tools can be leveraged to bring data into Visier or to take data from Visier for other analytical purposes.

To accelerate data acquisition, Visier provides a set of built-in connectors to many critical HCM systems to simplify and accelerate data management for the most common data sources. Once that data has been ingested, cleansed, and organized by Visier, it is easily added to the overall collection accessible via Microsoft Fabric.

Conversely, many organizations have unique and specialized data about their people. This includes data about the work different business functions perform, from sales to service to production. This data may already be compiled and cleansed in Microsoft Fabric. This means Visier can collect data from OneLake, combine it with existing **Visier People** data, and bring the combined data back for data management teams to integrate into other data pipelines



Data scientists

Microsoft Fabric also provides notebooks and tools to power up data scientists. These leverage the broad catalog of data managed by data management inside Fabric. Once Visier is integrated with Fabric, this team can leverage all the enriched and complete people data.

Visier can also be a target for the products of those scientists. Once an insight has been uncovered, that data can be delivered to critical people managers, executives, and the HR team through Visier and Copilot. Visier's prebuilt security and governance model helps teams quickly and securely get these insights to key stakeholders.

Data analysts

Finally, there are the data analysts. These critical users are looking to find unique insights they can leverage to create awareness, change, and impact in the organization. Since Visier is integrated with Fabric they can discover, leverage, and enhance all the insights rapidly enabled by Visier.

Visier ensures that these teams can access even highly sensitive data appropriately. Visier has deep built-in governance and security to ensure only the right data reaches the right people. Furthermore, Visier can provide more complex security access that can enable analysts to employ anonymized aggregate data, internal comparables (that are inherently anonymous), or specific details within specific organizational units.

When analysts want to create broad adoption of their insights, they can remain confident they will not inadvertently expose highly sensitive or private information.



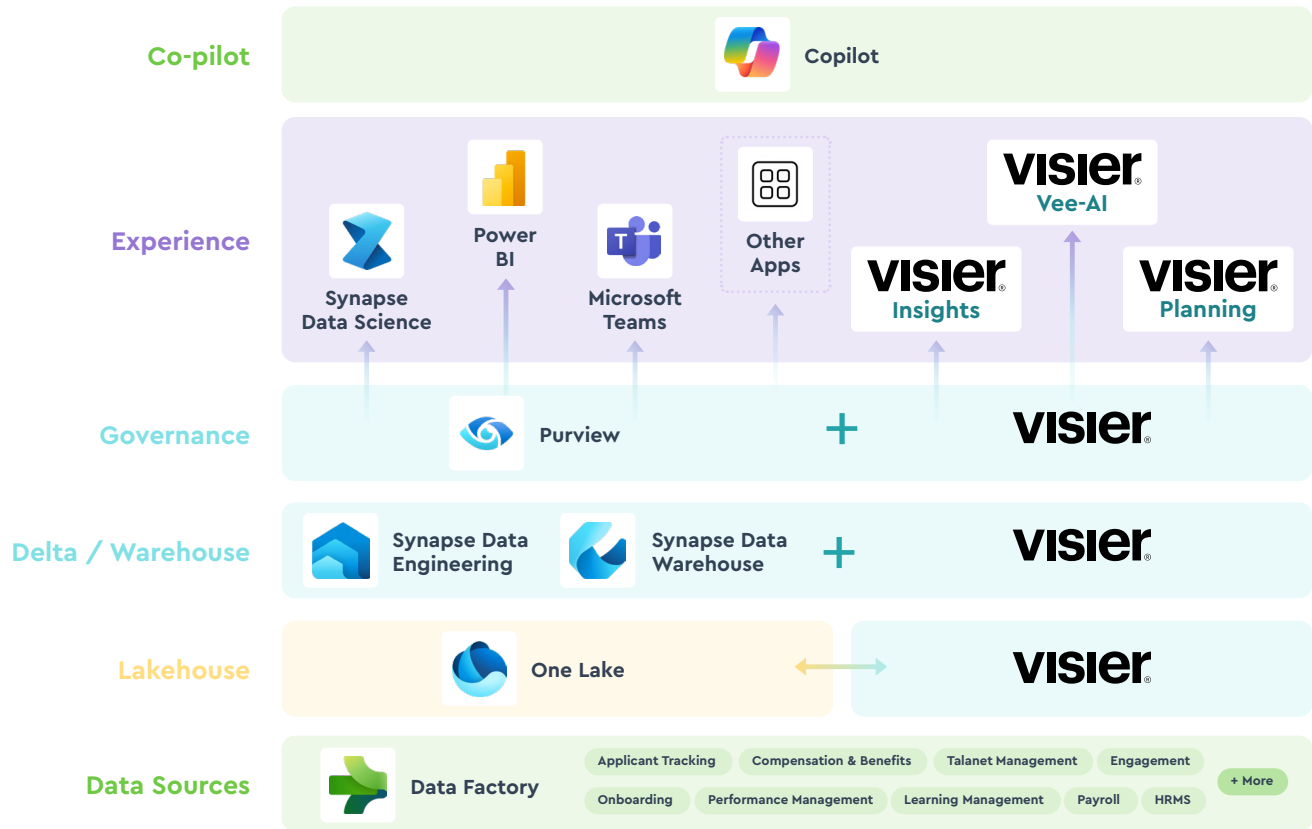
How Visier People works with Microsoft Fabric

Visier has specific implementation support for different elements of the comprehensive Microsoft Fabric. **Visier People** is a SaaS solution that aims to quickly accelerate customers to robust and complete people insights. It is useful to describe the various parts of the whole Visier value:

- Collect data from legacy and modern HCM systems across the enterprise and place it into OneLake.
- Organize this data with robust governance to ensure it is correctly stored and retained.
- Cleanse and transform this data into the Visier best practice canonical data model, the most complete and comprehensive in the world.
- Enrich and expand this data with broad benchmarks, skills information, job normalizations, and a wide array of best-practice people management concepts.
- Define robust access and visibility controls for each user based on their permissions, job role, location, and other information within the HCM data itself.
- Package unique narratives that explain how to understand, interpret, and leverage best practice insights about people targeted for executives, leaders, managers, and the HR team.
- A prebuilt and trained generative AI experience to allow casual or occasional users to ask any questions across this collection of insights.
- Provide open APIs so that this information can be accessed through any experience, such as PowerBI, Copilot, or Teams.
- Allow organizations to naturally extend their implementation of Visier to add unique data, categorizations, metrics, narratives, etc.



While Visier provides a complete application experience, it also acts as a natural complement to the Microsoft Fabric:



Microsoft Copilot

Visier is working with various Copilot teams to integrate the intuitive question-and-answer AI from Visier called **Vee**. **Vee** provides a completely secure and informed chat experience that leverages the deep domain expertise, knowledge, and hyper personalization capabilities of **Visier People**.

By integrating **Vee** into Copilot, every knowledge worker can ask questions about their team and receive secure and appropriate responses. This might explain their own history of performance and absenteeism, options for career movement, available roles in the organization, and many other aspects of their employee experience.

Perhaps more importantly, managers can start to truly understand their teams and the executive team can start to understand the dynamics of their workforce—all without having to learn a new application or find a unique destination.



Microsoft Teams

Visier provides a natural interaction with Visier via Teams, encouraging people in meetings to leverage **Vee** or **Visier People** to answer people-related questions directly while in meetings.

Microsoft Teams is becoming knowledge workers' daily, always-on experience. **Visier People** can extend that use case by bringing knowledge and facts to managers during their interactions with individuals on their team or when discussing their teams with their own management.

Power BI

While Visier provides standard narratives aimed at providing expert guidance and insight to all types of users, unique questions and insights are always needed. At times, data in Visier also needs to be combined with existing dashboards or with other business data to create new insights.

To power up the analysts, Visier has created a native query plugin for PowerBI, allowing dashboard and report builders to query metrics or detailed information about people from the curated and organized data catalog inside **Visier People**.

Data catalogs

Both Microsoft Fabric and Purview maintain catalogs that outline the key data assets available for analysts and data scientists. These catalogs enable them to quickly discover what data assets are in the data estate and know the appropriate use.

Visier is working to integrate its data assets into these catalogs so the data in Visier is just as visible and the usage rules are just as reliable. This means that data analysts and data scientists do not need to know about Visier to be able to see, use, and leverage the clean best practice data already compiled in Visier, ensuring that they also benefit from the accelerated delivery.

Synapse Data Warehouse

Part of the Synapse value is to allow curated and organized data products to be described, documented, and cataloged.

Visier is working with these technologies so that the Visier data catalog can naturally be composed and aligned with Synapse Data Warehouses via views. If specific Visier data is needed in a specific warehouse, that data can be sourced, merged, transformed, or simply referenced by the warehouse, unlocking new data products.



Synapse Data Management and Data Factory

Reliable data pipelines are critical to successful and well-managed analytical delivery. Microsoft Fabric includes a Data Factory to collect and transform data from existing systems and Synapse Data Management to transform and merge data to create insights.

Visier works as both a target and source for both technologies. Data Factory can collect and prepare data into OneLake from many sources, including Visier. Visier can then collect, transform, cleanse, and enrich that for people insights.

Then, Factory or Synapse Data Management can access the cleansed data from Visier for further analysis or to allow that data to participate in Synapse Data Science or Data Warehouses.

OneLake

OneLake provides a robust storage capability to consolidate and empower analysis at all levels.

When operating on Azure, Visier leverages OneLake deeply. Customers store all their raw data in their own OneLake where Visier can then access that data to create the cleansed and enriched analytics. At the same time, Visier internally leverages OneLake to support its own specialized data acquisition. Finally, via Data Factory, the enriched and cleansed data from Visier can also be added to a customer's OneLake to support other analytical workloads.

Governance

Microsoft Purview contains a huge and robust set of governance and risk management components.

While Visier maintains its own permissions to control access to assets and insights, leveraging innate knowledge of role, location, and organization, we are working to integrate this into Purview to ensure that the permissions being granted align with how users and permissions are configured in Purview.

Data exposed by Visier, either via API, documented into catalogs, or provided directly into PowerBI documents, can also be further governed by applying Purviews' rich governance controls.

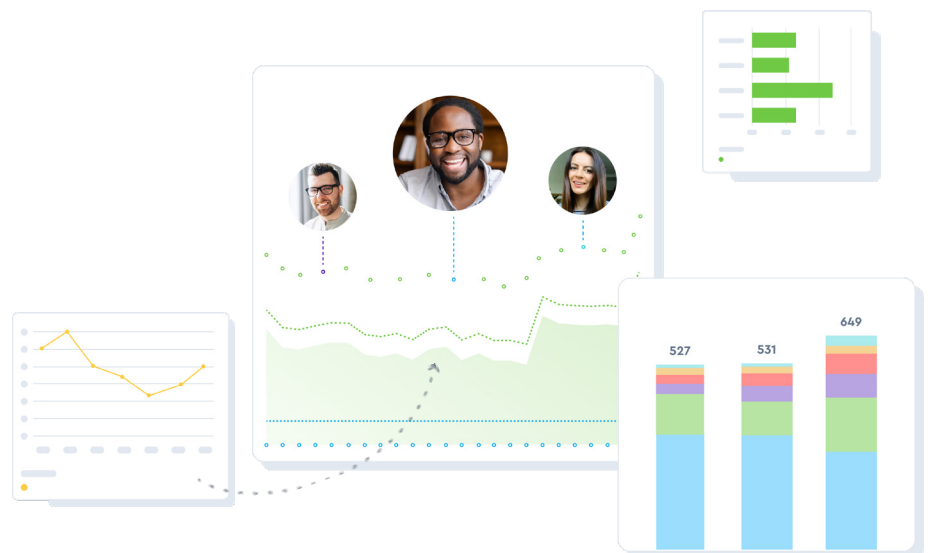


About Visier

Visier gives organizations a Workforce AI Edge: A set of AI-powered capabilities that help leaders understand the relationship between people and work, elevate employee productivity, and win by adapting to change faster. The company is the global leader in AI-powered people analytics, workforce planning, and compensation allocation. All Visier technology is underpinned by its Real-time People Data Platform, which uses AI to unlock the business-transforming potential of people data, work data, and the fusion of both.

Founded in 2010 by the pioneers of business intelligence, Visier has over 60,000 customers in 75 countries—including enterprises like BASF, Panasonic, Experian, Amgen, eBay, Ford Motor Company, and more.

To learn more about Visier, visit www.visier.com.



visier[®]

visier.com | info@visier.com | 1.888.277.9331

©2024 Visier Solutions Inc. All rights reserved.
Visier, Visier People, and the Visier logo are the trademarks and/or registered trademarks of Visier, Inc. and Visier Solutions Inc. All other brand names and logos are the trademarks of their respective owners.