



CASE STUDY

# Financial services organization

Using Workday Prism Analytics to import external data for enhanced business insights

## Overview

This financial services organization had a robust analytics practice but needed a solution to maintain data continuity across historical systems beyond their Workday system deployment. Deploying Workday Prism Analytics with Alight allowed this organization to meet one of their key analytics goals through the ability to bring in external historical workforce data in order to make recommendations for better and more informed data-driven decisions around their workforce.

## The Challenge

Leading up to their Workday deployment, this customer had experienced a period of growth through acquisitions, causing much of their historical HR data to be left on external legacy platforms at the time of their Workday go-live.

This impacted a key analytics goal of the organization with their system—to provide five-year trending views of associate life cycle movements with the ability to group and filter by various HR data elements. Because of this external barrier between the data in the historical platforms and their new Workday system, analysts were unable to use Workday’s analytical capabilities to aggregate their people data for analysis prior to when the organization went live with Workday.



The organization also had a unique setup, with multiple organizational and structural hierarchies that would require complicated efforts to remap organizational history to achieve the insights required by this business goal.

## Client profile

**Industry:** Financial Services

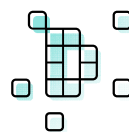
**Location:** United States

**Employees:** 9,500

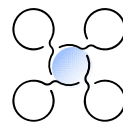
## Company bio

This customer is a Fortune 100 financial services organization and a leading provider of financial services in the academic, research, medical cultural and governmental fields.

## Goals of Workday Prism Analytics deployment



Create a centralized data repository for all organizational people data



More effective testing of integrations across upstream and downstream systems



Determine a one source of truth for historical data to be used for visualizations

## The approach

Alight and the customer decided to deploy Workday Prism Analytics to meet the following organizational needs:

- Create a centralized repository and data lake for historical data with the ability to visualize the data and seamlessly integrate external data with Workday data.
- Serve as a data hub for the HRIT team to develop and test integrations with various upstream and downstream systems.
- Determine one source of truth for historical data where the HRIT team could methodically build visualizations and dashboards that could be deployed into Workday while also integrating other sources of data, (for example, external engagement survey data).

## The solution

With Workday Prism Analytics technology, the customer was able to import their historical people data from external legacy systems into their Workday system to leverage the analytic capabilities of Workday and surface the following insights around their people data:

- Headcount movement
- Hiring
- Mobility
- Transfers
- Turnover (month-to-month trending)
- Diversity
- Internal/external hires
- Promotions/lateral moves
- Voluntary/involuntary turnover

### Key goal of Workday Prism Analytics

**deployment**—to provide five-year trending views of associate life cycle movements with the ability to group and filter by various HR data elements.

## The results

With the ability to analyze both current internal people data and external historical people data in one system, this organization's people analytics team is now able to share insights around these important data points with their HRBPs and executive management to continuously provide insights and answer questions around their organizational workforce.

Now that the historical data has been seamlessly integrated into organization's Workday system, the people analytics team is also able to pull updated insights on a monthly basis directly from Workday on all needed data. Because of the success with this Workday Prism Analytics use case, the organization is now looking to utilize Prism technology to gain greater insights into their total rewards data.

Find out what Alight can do for you. Send us an email at: [Workday.Solutions@alight.com](mailto:Workday.Solutions@alight.com)

