PEOPLEADMIN
A PowerSchool Company

Power Insights Analytics

SMART ANALYTICS TOOLS THAT DELIVER CLEAR INSIGHTS AT THE CLICK OF A BUTTON

Power Insights arms you with the information you need to make better, data-driven decisions. **Interactive, visual dashboards** provide near **real-time visibility** to help navigate EEO compliance, balanced hiring, budget planning, diversity initiatives, faculty and staff retention, and more.

Predictive analytics learn from past trends to help you anticipate and proactively plan for future outcomes. The next step on your digital transformation journey leverages **machine learning** to help you make smarter decisions, faster.

Better, Faster Insights

Leverage Natural Language Processing (NLP) and machine learning to automate analysis to quickly transform hundreds of thousands of data points into a handful of meaningful patterns and insights. Removing manual data manipulation means you have the data you need, when you need it.

Empower Decision-Making

Quickly and easily export visual dashboards and reports to share key insights with stakeholders and leadership. Demonstrate the strategic value of partnering with HR and empower data-driven decision-making across the institution.

Compliance-Ready Reporting

Compliance reporting is a breeze with standardized, real-time EEO reporting available at a click of a button. Plus, stay audit-ready with a historical record of all changes, approvals, and more.

Micro and Macro Views

Get a bird's eye view into analytics across campus, or drill in by department, category, data rage, stage of the hiring process, etc. Get the right data you need to make decisions for all areas of your institution.

> " Not every university has someone who can understand how to collect data and put it into a format that will be easily understood by upper leadership. But the Analytics module can produce a **beautiful little report without all the legwork** on the backend.
>
> **Anyone can use and understand their data** in Analytics. "

SHANNON PHILLIPS
Assistant Director of Technology and Compensation Specialist
University of Arkansas

Key Features

Visual Dashboards
— Quickly transform hundreds of thousands of data points into a handful of meaningful patterns using filters and visual representations.
— Drill into the details (e.g. EEO metric, department, date range) or zoom out to assess the big picture.
— Visualize your data wherever you are, using your desktop, laptop, tablet, or smartphone.

Meaningful Compliance Insights
— Intuitively analyze hiring practices by position type using EEOC guidelines.
— Visually identify and avoid the potential for adverse impacts
— Pinpoint diversity breakdowns in your hiring workflow with precision.

Easy to Use, Easy to Understand
— Non-technical users can quickly access data and build business intelligence reports.

Arm Stakeholders with Self-Service Access
— Develop quantifiable, focused HR programs using powerful, self-service dashboards.
— Set up automatic alerts with links to important reports so key stakeholders stay informed.
— Stakeholders can access web-based reports from anywhere without downloading any files.

Single Source of Intelligence
— Bring key metrics from all connected systems into centralized reporting for holistic visibility into performance and compliance.

Data Security
— Administrators can control access and functionality for specific users, maintaining data security at all times.

### Hosted on Microsoft Azure, Directly Ingrated with Power BI
— Powered by this best-in-class data visualization platform, PeopleAdmin analytics are faster, more stable, and able to scale to meet the need of every HigherEd institution.

Institutions with automated reporting are **2x as likely to rate reporting and analytics as easy**.

Inadequately staffed HR organizations are **72% more likely to expect staffing increases** if they measure performance.
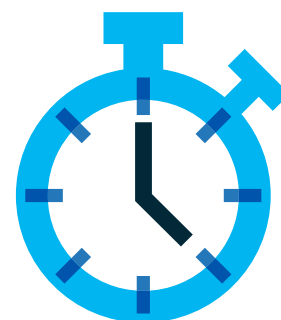
HR teams with visbility into status spent **75% less time tracking and managing** the evaluation processes.

Empower your team to discover insights hidden in your data.

Insights Throughout the Talent Lifecycle

| Recruit & Hire		Onboard & Manage		Develop & Retain	
Position Management	Applicant Tracking System	Employee Records	Performance Management	Development & Learning	Faculty Information System

Position Management
Information on seated positions. Data and analytics to make decisions about budget and new or updated positions.
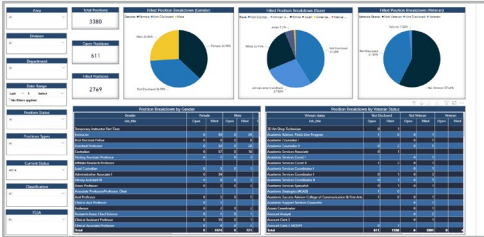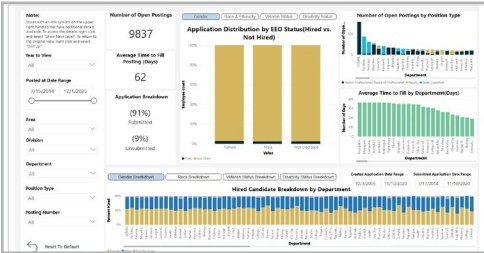

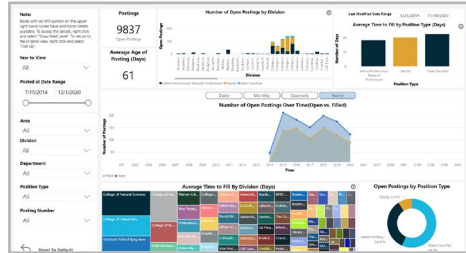*Seated Position Demographic Breakdown*
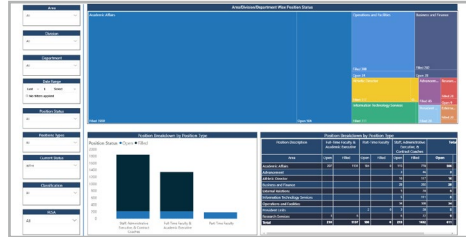
Open vs. Filled Position Status

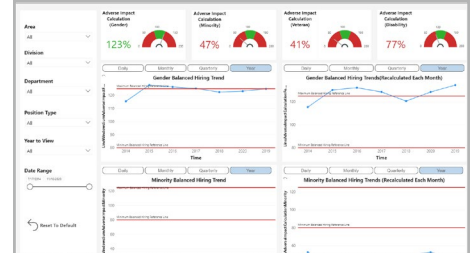*Budget Planning*

Applicant Tracking System
Track hiring processes, postings, applications, hiring proposals, balanced and unbiased hiring, and federal guideline compliance.
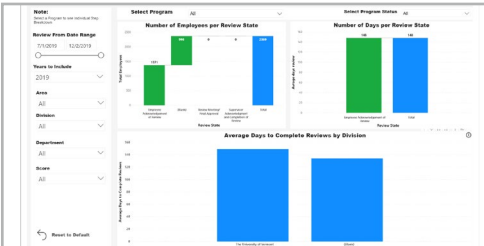

Applicant & Hire EEO Status

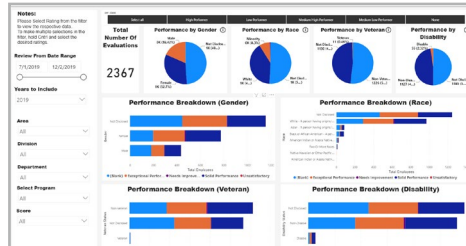
Open vs. Filled & Time-to-Hire

Balanced Hiring & Adverse Impact

Performance Management
Monitor the performance review process, status, and evaluation scores by department, EEO category, position type, etc.

Review Status & Average Days to Complete

Performance Rating by EEO Category

Performance Breakdown by Department
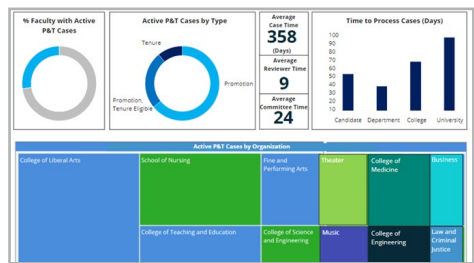
Faculty Information System
Insight into faculty activity and workload balance. Help inform and ensure an equitable promotion and tenure review process.

Faculty Activity Snapshot

Research Type by Category

Promotion & Tenure Cases by Department