

Inspirus Insights, Powered By ZeroedIn, Influences The Employee Experience Through Reporting & Analytics

Inspirus, a Sodexo group company, is a leader in elevating employee experiences and optimizing organizational culture through people-focused solutions.

The Challenge

The Inspirus Engagement Platform (EP) gives clients the tools to recognize, reward, and celebrate the successes that employees bring to their organization. While Inspirus provides a multi-faceted software solution that empowers employees to recognize peers, and managers to monetarily reward dedication and effort, they struggled with giving their clients insights to the data behind their system. Inspirus knew to retain clients and remain competitive they needed to incorporate an easy to use, yet powerful reporting and analytic capability that would not just report on their recognition and service anniversary programs but could link a client's investment in rewards and recognition to real business drivers such as employee engagement, retention, productivity, and shareholder value.

The Solution

Inspirus partnered with ZeroedIn, a global provider of people analytics, to enable Inspirus Insights, a workforce analytics focused solution that brings real time visibility into recognition and service anniversary programs. Inspirus provided ZeroedIn with an instance of their software solution database and within a few weeks, ZeroedIn thoughtfully mapped the data elements from Inspirus into the ZeroedIn analytics model. Once inside the model, ZeroedIn automatically quantifies facts and visualizes insights related to recognition received, sent, awarded, and redeemed by program, program type, business unit, department, manager, employee, and more.



CHALLENGE:

How to retain clients and remain competitive by reporting on employee recognition, illustrating investment in rewards and recognition, and tracking key business drivers

SOLUTION:

Designed and deployed a workforce analytics focused solution that brings real time visibility into recognition and service anniversary programs and is configured to look, feel, and operate like a native Inspirus analytics solution

PRODUCT:

ZeroedIn Analytics Platform

Using ZeroedIn's flexible deployment architecture supporting branding, single sign-on, session management, and an embedded iFrame option, Inspirus Insights is configured to look, feel, and operate like a native Inspirus analytics solution inside the Inspirus Engagement Platform (EP).

The Results

Today, Inspirus Insights, powered by ZeroedIn, is used across industries and around the world by Inspirus clients to make better people decisions. ZeroedIn is serving Inspirus clients including University Hospitals, Behr, US Cellular, Schlumberger, CDW, Solvay, American National, White Castle, and East West Bank. In addition to managing and reporting on their recognition programs, these Inspirus clients are able to integrate data from other human capital and ERP systems like Workday and SAP to correlate their recognition analytics with human capital and business measures like retention, promotion, performance, engagement and productivity.

By measuring the success of engagement through reporting and analytics, managers and executives can look at hard evidence that proves their efforts are working to retain their employee base, while providing a business case to fund programs that engage and recognize employees.

ZeroedIn continues to evolve Inspirus Insights for Inspirus and its clients. With the addition of text analytics and recognition focused predictive models, clients are empowered with phrase and sentiment analysis to better understand context for recognition activities, and fraud detection to mitigate risks of employees abusing peer-based and value-based recognition.



"Inspirus appreciated the value that ZeroedIn brought to the table in all aspects. We deployed within their environment, incorporated their data sets into our model, developed meaningful team relationships, and kept every promise made."

— Keith Goode

Vice President of Client Services, ZeroedIn

