OneModel

Connects 200+
Individual Sources for Paychex

PAYCHEX®

SUMMARY

One Model, an international leader in people analytics strategy, delivers a robust people analytics infrastructure. One Model's platform enables it's clients to import multiple data sources into one open, flexible, cloud-based platform. Clients are then able to take full control of their people analytics data, gaining increased visibility and spotting trends and patterns in the connected data that otherwise, would remain unnoticed. This is especially useful for clients who need a framework requiring a large amount of systems to be connected.

The Challenge: Paychex, a global provider of payroll, human resource, and benefits outsourcing services, enlisted One Model's help in 2016. At that time, the Paychex human resources team was inundated with numerous on premise and cloud based systems they were expected to report, analyze and deliver insights from. With over 200 different data sources, it was no small task for the growing company. Successfully exporting and merging the data required hours of manual reporting before the data could be effectively analyzed with many sources never being addressed - all on a weekly basis. Paychex needed a partner and platform that could alleviate this challenge and free up the team's resources for higher level people analytics capabilities.

THE SOLUTION

After partnering with Paychex, One Model integrated Paychex's core system, Oracle. The system's data was exported into the One Model platform, where Paychex had full access to a suite of dashboards with daily updates. Shortly thereafter, One Model connected more than a dozen systems, integrating the data into the One Model platform. This provided Paychex with a full dashboard to view the integrated data. Additionally, One Model equipped Paychex with the ability to push out to hundreds of users, using a handful of security roles in total to manage data access for dynamic, user contextual, and maintenance-free role security.

THE RESULTS

Once the data from all 200 systems was successfully integrated, it could be analyzed. Using One Model's predictive turnover risk augmentation, One Model identified around 2200 at-risk employees that were planning on exiting the company, equating to 90 million in company-wide turnover risk.

Paychex is an early adopter of One Model's new One AI augmentations that are designed to extend and drive more value from the data set, filling in the blanks and providing connect around employee behavior trends. Commute time, competitor stock prices, social profile information, anomaly and insight detection have all added to the weight of data that can be used for analysis and is immediately considered by the One AI automated machine learning platform. It's open and flexible for customization - no data scientist required.

SAVINGS
OVER COST OF
INTERNAL BUILD:
800%

8,000+
HOURS
SAVED

$90M
IN COMPANY-WIDE
TURNOVER RISK
IDENTIFIED

10 MINUTES TO BUILD A TURNOVER
PREDICTION MODEL WITH 73% ACCURACY

PAYCHEX®

"This has been a very beneficial partnership for us."

-LAURIE ZAUCHA, VICE PRESIDENT OF HR AND ORGANIZATIONAL
DEVELOPMENT, PAYCHEX