



Connects 40+ Systems for Paychex



SUMMARY

One Model, an international leader in people analytics strategy, delivers a robust people analytics infrastructure. One Model's platform enables its clients to import multiple data sources into one, open-sourced, cloud-based platform. Clients are then able to take full control of their people analytics data, gaining increased visibility and spotting trends in the 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 systems they were expected to analyze and report on. With over 40 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 - 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 40 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 3000 users, using 3 security roles in total to manage data access for dynamic, maintenance-free role security.

THE RESULTS

Once the data from all 40 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 within the next 12 months, equating to 90 million in company-wide turnover risk.

SAVINGS
OVER COST OF
INTERNAL BUILD:
800%

8,000+
HOURS
SAVED

\$90M
IN COMPANY-WIDE
TURNOVER RISK
IDENTIFIED

 **PAYCHEX**

“The One Model relationship has been incredibly beneficial to us.”

LAURIE JACOBSON
SENIOR MANAGER OF HR TECHNOLOGY
PAYCHEX