

ENHANCED ANALYTICS

A guide to driving tangible value and maximizing return on investment (ROI) with Enhanced Analytics

Despite investing in business intelligence (BI) tools, 71% of organizations fail to turn their workforce data into actionable insights.¹ Meanwhile 48% of HR leaders consider improving people analytics capabilities as a top priority for 2026.²

To drive true business outcomes, organizations must move beyond basic textual reporting to predictive workforce analytics. By automating analysis of labor costs, scheduling and attendance data, you can improve operations, simplify compliance and make informed decisions as work happens, not after the fact.

Enhanced Analytics helps teams across the organization reduce labor inefficiencies and improve productivity through predictive workforce analytics and conversational artificial intelligence (AI).

Save direct and indirect costs related to advanced workforce analytics

Enhanced Analytics offers five distinct paths to value, including directly traceable financial impacts and indirect improvements to processes.

1. Avoid IT build costs

Custom built analytics require investments in technology and specialized talent, like data scientists with salaries over \$112,000 annually.³ Dashboards can also take two to four years to become operational, often requiring future modifications to data structures, resulting in engineering, implementation and cloud storage cost.⁴

2. Avoid IT support costs

Ongoing operational burdens, like long-term maintenance costs, technical support and adapting technology to evolving data requirements are difficult to project. ADP WorkForce Suite handles the support and innovation for you.

3. Improve HR staff effectiveness

HR personnel frequently manage inquiries regarding absences, overtime and staffing gaps. Implementing self-service analytics reduces HR's effort by enabling people leaders to access this information on their own.

4. Reduce overtime costs

Unlike high-level analytics, Enhanced Analytics breaks down key metrics, overtime drivers and cost, helping your organization identify opportunities to boost workplace safety and reduce burnout.

5. Reduce absenteeism

Data intelligence on absenteeism helps inform improvements across the organization, allowing you to reduce excessive contract labor costs to fill open shifts and support staff through trend analysis.

1. [Forrester, Dedicated People Analytics Solutions Consolidate Data for Faster, More Efficient Workforce Insights, March 2023.](#)

2. [Mercer, Global Talent Trends, 2026](#)

3. [U.S. Bureau of Labor Statistics, Data Scientist Occupational Outlook Handbook, 2024](#)

4. [Le Bihan, Patrice, Visier, How to Get Revenue Faster with Visier Embedded Analytics, n.d.](#)





Reduce risks and standardize operations

Drive efficiency with conversational AI

Use conversational AI to streamline workflows for operations leaders and HR.

Unlike traditional BI platforms, Enhanced Analytics uses conversational AI to deliver direct answers in plain language, with explanations and follow up resources.

- Save time with flexible, intuitive searches without needing exact titles
- Get direct answers with data visualizations and summaries
- Eliminate version control issues, with secure unified access

Simplify compliance with secure data management

Protect sensitive workforce data to make more confident decisions.

A robust security model and permissions help mitigate compliance risk and strengthen trust.

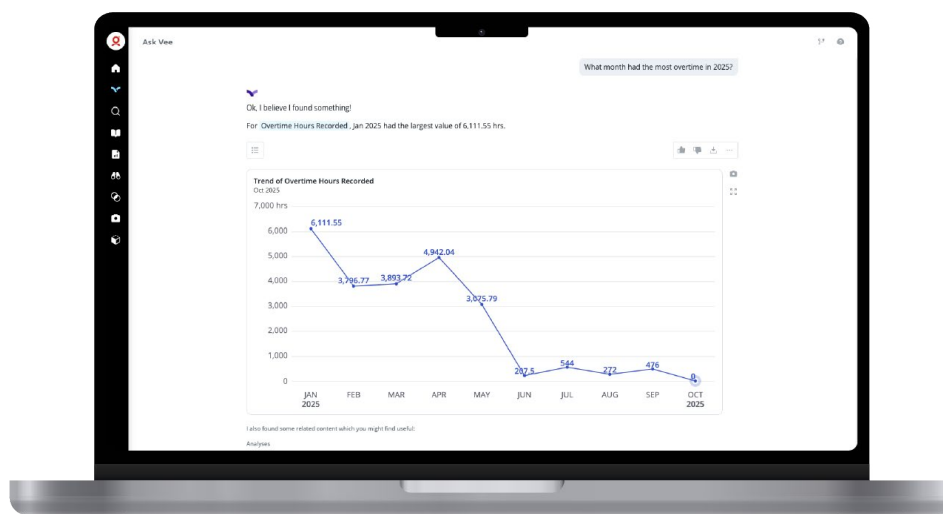
- Safeguard data with a role-based security model
- Enable leaders with actionable insights to proactively identify and mitigate compliance risks
- Monitor critical areas such as overtime pay, FLSA, fair scheduling, rest time and mandatory time-off reporting

Improve employee experience proactively

Identify issues early and act before they impact retention.

Analyze trends and projections to uncover unmet needs and support teams effectively.

- Detect patterns like absenteeism and no-shows
- Equip people managers with better training and resources
- Act on turnover signals before they lead to attrition



Using workforce metrics for proactive and strategic growth

When organizations connect data insights to clear actions, they can sharpen decision-making and improve day-to-day performance. Enhanced Analytics uses interactive data visualizations and preconfigured dashboards, developed by workforce management experts, with definitions, analyst tips, advanced filtering and breakdowns. These features make it easier for teams across the organization to answer critical questions.

"How can we reduce overtime?"

Uncover trends in overtime data through guidebooks, prebuilt dashboard collections or custom analysis. The platform provides a breakdown of time and attendance data, such as high-cost patterns in overtime by department, role and individual. Additionally, the platform can highlight consecutive days worked by staff, so managers can intervene before burnout occurs. In 2025 manufacturing companies in the United States spent an average of 9.5% of payroll on overtime.⁵ By analyzing data and addressing root causes, overtime savings can be significant after taking concrete actions to address these causes.

"What's driving absenteeism?"

Within deep dives, you can gain visibility into root cause analysis of absenteeism like specific supervisors or under-performing departments. You can also review expert analyst tips and evaluate historic staffing metrics to proactively address job coverage in ADP WorkForce Suite scheduling solutions.

High absenteeism can signal low engagement, which can cause high turnover, making its reduction vital for stability and lower labor costs. High absenteeism can signal low engagement, which can cause high turnover, so lowering absenteeism is crucial for a stable workforce and helping lower labor costs. Studies have shown addressing root causes can lower turnover by 2% to 13%.⁶

"Where are recurring unfilled shifts and staffing gaps impacting operations?"

With features like the capacity planning deep dive, you can compare planned absences against scheduled hours per employee, with the ability to drill down to specific dates and hours.

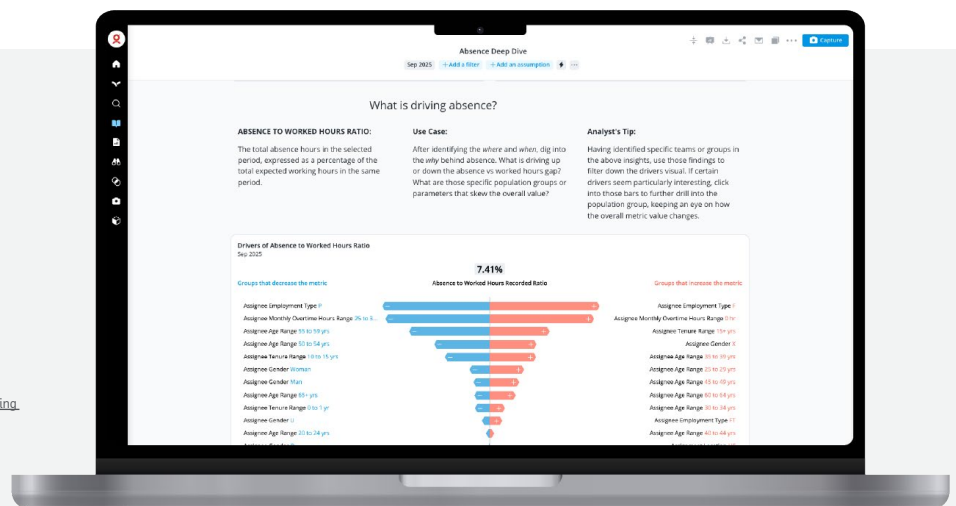
Unfilled shifts affect 72.1% of manufacturers combined with over 400,000 job openings for skilled manufacturing workers, which could lead to potential productivity losses and safety risks if shifts go unfilled.⁷ To avoid this, manufacturers often incur high overtime costs for standby staff. Addressing these gaps, is essential to minimize revenue loss and keep production running to plan.

Identify ways to reduce overtime costs using workforce analytics.

5. [U.S. Bureau of Labor Statistics, The Economics Daily: Overtime hours in manufacturing industries, n.d.](#)

6. [Visier, How Sunshine Equipment Reduced Turnover by 50%, n.d.](#)

7. [McKinsey, Great Attrition Research, 2022](#)



Business case scenarios to help you make the case for investing in Enhanced Analytics

Example company data scenario*

- 50,000 employees; 10% people managers
- 5% overtime rate; 2% absenteeism rate
- \$130,000 annual salary for BI analyst
- \$75,000 for HR business partner and administration
- \$75,000 average full-time employee (FTE) salary
- 150% contracted labor rate

Avoid IT build costs (direct savings)

Assume baseline costs for four team members to build established targeted workforce management metrics for six months.

- Sample baseline: \$260,000
- Estimated improvement: 40-50%
- Estimated improvement: \$104,000 to \$130,000

Avoid IT support costs (direct savings)

Ongoing cost of .5 FTE BI analyst to support workforce management dashboards, break-fix and data loading issues.

- Assume baseline annual salary cost at .5 FTE at \$130,000
- Estimated improvement: 100% Estimated savings \$65,000

Improve HR effectiveness (indirect savings)

Reduce the amount of time HR handles inquiries.

- Estimated time per query: 12 minutes
- Estimated inquiries per leader per year: 4
- Estimated savings: 65%
- Estimated improvement: \$93,750

Reduce overtime costs (direct savings)

Savings realized by addressing root causes of overtime.

- Scenario OT baseline: \$187,500,000
- Estimated improvement: 0.5%
- Estimated improvement: \$937,500

Reduce absenteeism (direct savings)

Reduced costs of contingent labor utilized to fill in for daily absences.

- Sample baseline: Cost of filling daily 2% absences at premium labor rate of 1.5 of \$75,000 is \$450,000
- Estimated improvement: 5%
- Estimated improvement: \$22,000

As you consider which items to include in your business case for enhanced people analytics, research shows that 57% of the C-suite find improving people analytics capabilities as the people initiative that will drive the most ROI in 2026.² So your business case should get the attention of the C-suite. Carefully consider the areas of value for inclusion in the calculation of the potential benefits depending on which of these apply and matter most to your own organization.

With ADP's value advantage program, our team can help you create a business case to support an investment in advanced analytics for your organization.

Start your business case

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