

BEFORE & AFTER:

How ADP metrics become workforce momentum



**You already have the data.
Now, unlock the insights.**

Within ADP Workforce Now® is a treasure trove of valuable data — headcount, turnover, payroll, performance. But are you taking full advantage of the goldmine of workforce insights at your disposal?

In as little as 5 days, your ADP Workforce Now® data can transform from static, siloed reports into powerful, connected insights that drive action.

Take a look at what changes when you move from *metrics* to *momentum*...

01 Executive Reporting

BEFORE

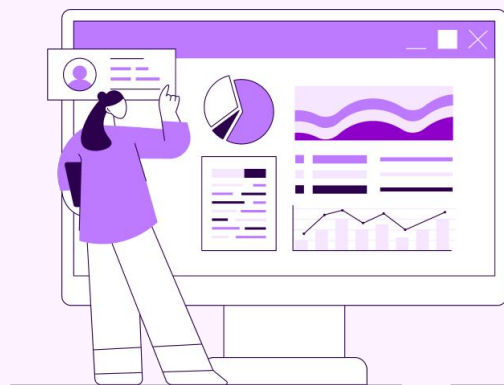
(with ADP Workforce Now® data)



VS

AFTER

(ADP Workforce Now® + people analytics)



Time-Consuming Report Builds

Manually pulling ADP data into excel, then PowerPoint - for each board meeting, QBR, and performance review. Static tables, late nights, and no time for interpretation.

THE RESULT?

- ✗ Manual data aggregation in Excel, with no dedicated analyst to help support
- ✗ Room for human error and inaccuracies that are hard to fact-check
- ✗ Boring, lackluster visuals and a report that shows data, but no true insights

Automated KPI Dashboards

Dashboards refresh daily, thanks to seamless API data transfer. You walk into exec meetings ready to answer questions and pull up supporting data on the fly, versus just reporting on static metrics.

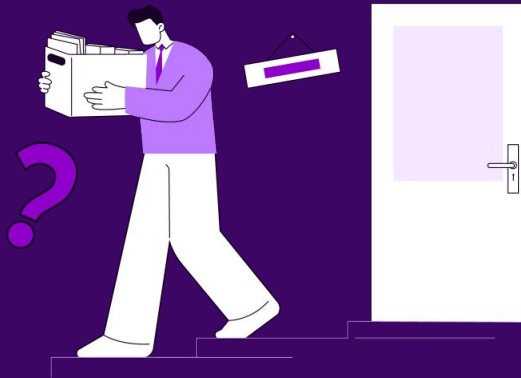
THE RESULT?

- ✓ The ability to build reports in minutes, instead of days
- ✓ Compelling visuals that tell you the **what...** but also the **why**, and the **so what**
- ✓ You're prepared to answer follow-up questions in real-time, instead of "I'll get back to you..."

Turnover Analysis

BEFORE

(with ADP Workforce Now® data)



Attrition Without Context

You see in ADP that employee turnover has increased 5% month over month – but how does that compare to earlier this year? Or year over year?

THE RESULT?

- ✗ A static view of turnover without seeing the full picture
- ✗ Manual data exports and Excel calculations
- ✗ Attempts to slice and dice data by department, by tenure, and job function to get deeper insights

VS

AFTER

(ADP Workforce Now® + people analytics)



Turnover, Diagnosed

Attrition patterns automatically surface in your analytics dashboards by manager, role, location or demographic — with engagement data integrated with your ADP data to provide additional context.

THE RESULT?

- ✓ Confidence in who is leaving, and why
- ✓ Proactive identification of risk areas to get ahead of
- ✓ Connecting the dots between decreased turnover and cost savings to your business

Resource Planning

BEFORE

(with ADP Workforce Now® data)



VS

AFTER

(ADP Workforce Now® + people analytics)



Strategy Based on Your Gut Feeling

It's hard to prove ROI when your data is reactive, and doesn't connect back to business KPIs. Year-end performance reporting is often limited to static metrics in ADP like turnover, headcount, and promotion – and lacks any wow factor.

THE RESULT?

- ✗ Asking for additional headcount with no data to back up the request
- ✗ Planning HR programs based on assumptions and anecdotal feedback
- ✗ HR continues to be seen as a cost center, and is deprioritized when it comes to increased resources.

A Data-Driven Business Case

Combine historical ADP Workforce Now® data with other data sets, and use predictive analytics to model the impact of adding headcount, programs, or budget.

THE RESULT?

- ✓ Use advanced analytics like hiring velocity and turnover predictions to better inform workforce planning.
- ✓ Demonstrate your 2025 impact by connecting ADP data back to business outcomes like cost savings and productivity.
- ✓ Justify increased headcount or program budget with data, not your gut.

04 Answering to Leadership

BEFORE

(with ADP Workforce Now® data)



VS

AFTER

(ADP Workforce Now® + people analytics)



Chasing Down Data for Execs

Dropping everything to answer ad-hoc questions from leadership, like “How is our new training program impacting employee engagement?” and “Are we retaining top tech talent?”

THE RESULT?

- ✗ Scrambling to pull together ADP data with other data sets, and lacking a single source of truth
- ✗ Taking days to respond, and referencing outdated data when you do
- ✗ Lacking confidence in your answers

Instant, Accurate Answers

Interactive dashboards and query tools within a people analytics platform let you explore and answer hard-hitting questions in real time — with one source of truth.

THE RESULT?

- ✓ Asking your AI Assistant and getting your answer in seconds, not days
- ✓ Responding to your exec team instantly, with real-time data
- ✓ The ability to click into details means you’ll be prepared for the inevitable follow-up questions

Owning Your Workforce Narrative

BEFORE

(with ADP Workforce Now® data)



VS

AFTER

(ADP Workforce Now® + people analytics)



Point-in-Time Snapshots

ADP Workforce Now® reporting is often limited to static metrics and standard views — which shows you a moment in time, but not the momentum behind it.

THE RESULT?

- ✗ You understand headcount, but not readiness or movement
- ✗ You understand compensation, but not comp ratios by specific job titles or demographics
- ✗ You report on your workforce, but lack the story behind it that drives stakeholder buy-in and action.

Dynamic Insights that Tell a Story

With connected, trended analytics across ADP and your other people systems, you can see how workforce patterns evolve within and beyond your ADP data — like where agility is increasing, how skills are shifting, and what's driving performance.

THE RESULT?

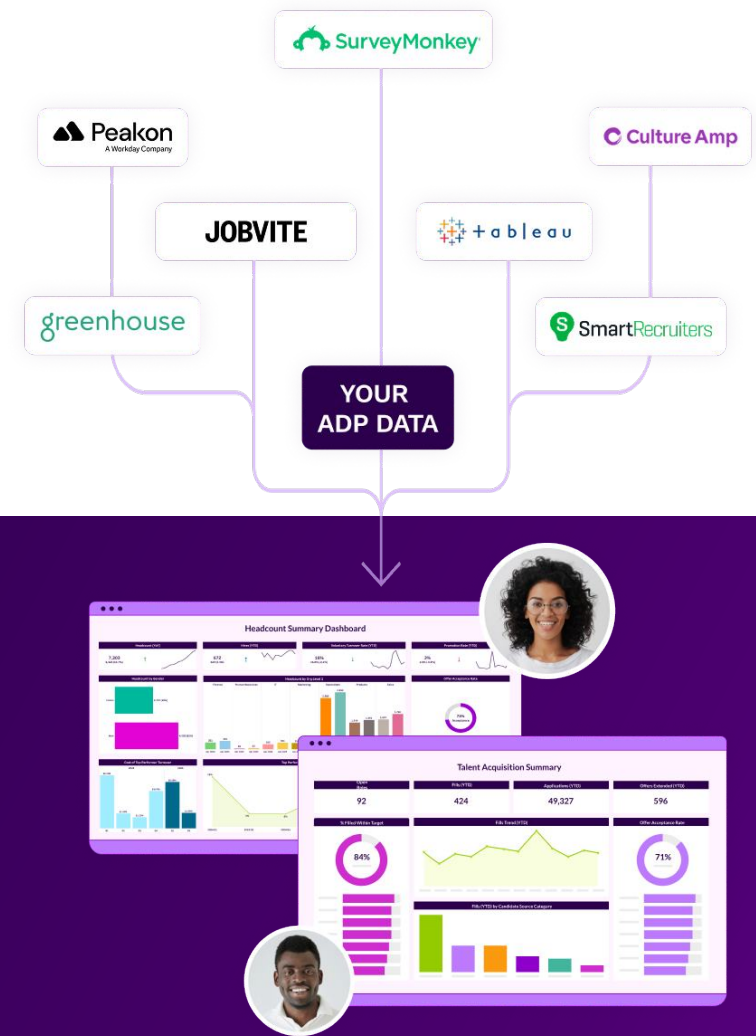
- ✓ You can understand and illustrate a compelling story about your workforce with actionable insights
- ✓ HR's role shifts from putting out fires to being a strategic player in your business
- ✓ You leverage ADP for more than just data – but rather the foundation of your workforce story.

From reactive reporting to proactive analytics in just 5 days

While it may seem like a daunting transformation, people analytics solutions in the ADP Marketplace make the shift from metrics to momentum an easy and seamless process.

With PeopleInsight by HireRoad, you can shift from reactive reporting to proactive, strategic analytics in as little as 5 days. PeopleInsight integrates seamlessly with ADP Workforce Now® and your other HR and Talent Acquisition systems - no heavy lift, no IT support needed.

Tap into comprehensive analytics, intuitive dashboards, and AI-powered insights to empower your team with insights that move your workforce forward.



Ready to jumpstart your transformation to advanced ADP insights?

Visit peopleinsight.com/adp to learn more.

About PeopleInsight:

Foundational people analytics for lean HR teams with big goals

PeopleInsight by HireRoad is the only cost-effective people analytics solution built for lean HR teams—delivering impactful insights without the complexity, cost, or commitment of enterprise tools. Get up and running in just 5 days, with no need for analysts or long-term contracts.

Whether you need fast, out-of-the-box insights or advanced customization, PeopleInsight meets HR teams where they're at in their analytics journey.



PeopleInsight
by HireRoad



[PeopleInsight.com](https://peopleinsight.com) | Info@PeopleInsight.com | 1.571.438.9451

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