Enhance Your Greenhouse Reporting with PeopleInsight by HireRoad:

Actionable Talent Insights at Your Fingertips

In today's competitive hiring market, you need a robust applicant tracking system (ATS).

The right ATS will help you monitor the applicant journey, streamline hiring decisions, and attract top talent to your business. Greenhouse shines as an ATS for companies of all sizes, providing granular visibility into your candidate data via over 400 pre-built integrations.

While the Greenhouse platform has built-in reporting capabilities, the analytics functionalities tend to fall short of what many companies are looking for when it comes to talent acquisition insights. As a result, teams end up wasting precious time and resources exporting this data into spreadsheets for further manipulation and analysis.

Fortunately there is a way to leverage all the great features Greenhouse has to offer while also circumventing its limitations: by integrating with a people analytics software such as PeopleInsight by HireRoad.

PeopleInsight provides you with intelligent information about the application process. You're able to run custom reports, identify points of friction in the applicant journey, and make smarter hiring decisions.

Where Greenhouse Shines as an Applicant Tracking System (ATS)

Greenhouse is jam-packed with features for talent leaders, including many integrations and precision data about the state of applicants in the hiring process. You can look at talent pools holistically or zero in on an individual's journey from prospect to new team member.

There's a huge number of data points sitting right there in Greenhouse. All you need is a way of unlocking them.

Where Greenhouse May Fall Short

Most applicant tracking systems leave something (or many things) to be desired in the reporting category. Pulling data for both basic and customized analytics workflows just isn't as easy as it should be.

Greenhouse continues this trend of less-than-ideal reporting capabilities, **requiring you to manually retrieve data** and dump it into business intelligence tools or a spreadsheet. Both options can get tedious quickly.

Any data analytics process that relies heavily on manual methods will be time-consuming. You also run the risk of having incomplete or erroneous data featured in your analytics calculations, which means you'll be working with misleading insights.

Putting together basic reports in Greenhouse can already be challenging. Creating custom reporting dashboards will require even more time and resources. Unfortunately, this means you'll either have to divert resources away from core worker management goals or risk losing visibility into your talent acquisition processes.

Another common concern we hear from our customers about Greenhouse is that it doesn't give a holistic view into Time in Stage. That is, **hiring teams don't have any visibility into how long an applicant spends in each phase of the hiring process** — whether pre-screening, resume review, interview, etc. This shortcoming increases the risk that applicants will fall out of the hiring funnel due to frustrating delays in screening.

Time for an Upgrade?

It's helpful to consider a few common scenarios that indicate it's time to upgrade your Greenhouse reporting capabilities. See if any of these statements sound familiar:

> *Pulling data together and creating reports from Greenhouse is a nightmare*

> *We don't have the visibility into applicant journeys that we need*

> *Current reports are too basic*

> *We're spending way too much time dumping data into spreadsheets*

If one or more of these scenarios is playing out within your hiring workflow, it's time to unlock the full potential of Greenhouse by integrating it with PeopleInsight.

The Unique Value PeopleInsight Delivers to Greenhouse Users

At this point, you are probably wondering what makes the combination of Greenhouse and PeopleInsight so fierce. Here are a few ways that PeopleInsight fills the gaps in Greenhouse's capabilities:

01

PeopleInsight Has Robust ETL Capabilities

Extract, transform, and load (ETL) are the backbone of any robust reporting workflow. If you can efficiently extract information from a source application, transform it into reliable records, and load it into an analytics solution, you'll be able to expedite decision-making.

PeopleInsight has a solid ETL workflow in place. Once you integrate our platform with Greenhouse, you can rapidly obtain data from your applicant tracking system and transform it into actionable insights.

02

PeopleInsight Makes Data Readily Accessible

Manually dumping data from Greenhouse to spreadsheets isn't just resource-intensive and inefficient; it also delays the reporting process. The longer it takes you to run reports, the less valuable your insights will be. Weeks-old data can lead to missed opportunities and less business efficiency.

PeopleInsight consistently provides you with the latest information via an application programming interface (API) integration. Known as Harvest API, our integration software makes Greenhouse data readily accessible in real time.

Getting data into PeopleInsight faster leads to more relevant and timely reports. In turn, this enables you to base decisions on the latest insights.

PeopleInsight can also shed light on the Time in Stage aspect of the hiring funnel, which is often a granular detail that gets lost among larger datasets. PeopleInsight provides these insights via BI- Connector, an add-on available through Greenhouse.

Our clients find BI-Connector to be a worthy investment, as they can use Time in Stage data to identify inefficiencies and unlock long-term cost savings. This is just one of the many ways that we support data accessibility and help you hire smarter and faster.

03 PeopleInsight Builds Out Dashboards Fast

The Harvest API creates a superhighway of data, allowing Greenhouse and PeopleInsight to readily share information. Since you'll no longer have to dump information into spreadsheets or run them through a disconnected business intelligence platform, you can build new dashboards fast.

PeopleInsight makes it possible to create new dashboards with minimal effort. As a result, you can move beyond Greenhouse's basic reporting capabilities and tackle specific TA questions that might be holding your business back.

One of the dashboard elements that PeopleInsight customers value most compared to Greenhouse is requisition-level time to fill/hire. Greenhouse and most other ATS solutions provide overall time to fill data for each job posting. It tracks how much time passes from when you open the initial requisition to when you fill the final vacancy. If you are only hiring one person for a position, this process works just fine.

However, say that you post a customer service role and need to hire ten people. You won't be able to track the individual time required to hire for each spot in Greenhouse. In contrast, PeopleInsight tracks both the cumulative time to fill all vacancies and the requisition-level time to hire.

Features & Perks You'll Unlock With a PeopleInsight-Greenhouse Integration

What sort of value will you receive after PeopleInsight goes live? Here are the perks of enhancing Greenhouse with PeopleInsight:

Rapid Setup

How long does it actually take to get your PeopleInsight dashboard up and running? For most clients, we move from API keys to dashboards in one week. That's right. Just seven days stand between you and real-time talent acquisition data.

Once you give us the Harvest API key, our team of experts will get to work pulling data and delivering your personalized reports. After your dashboards go live, you can access data on demand. With just a few clicks, you'll know everything you need to know about your talent acquisition journey.
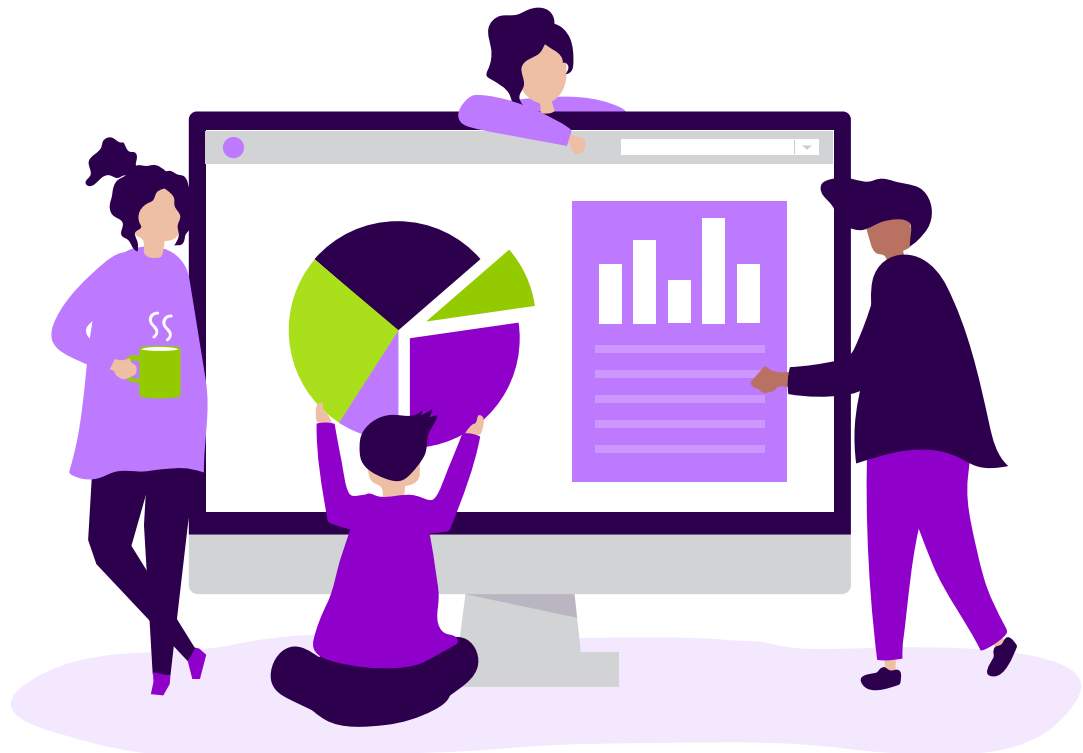
Out-of-the-Box Dashboards

We often hear from customers that the standard Greenhouse platform lacks the flexibility necessary to do one-off dashboards. If you need to answer a specific question or explore a business challenge, digging into niche insights with Greenhouse will likely prove tricky.

With PeopleInsight, you can get customization capabilities and ready-to-use dashboards in a fraction of the time. Our platform is able to build dashboards rapidly via the Harvest API. We don't have to wait for clients to develop reports and upload them. Harvest grants our platform access to different tables and data that we need.

We empower your talent acquisition team to answer elusive questions like "How many hires have we made over the last six months in sales?" or "What is the ethnic background of our applicants over the previous year?" Learning the answers will help you:

✓ **Support your DEI initiatives**

✓ **Track department or position-level trends**

✓ **Better understand the flow of talent into and out of your business**

Perhaps you also want to know whether you are meeting your targets regarding offer acceptance rates. If so, our dashboards can help with that, too. And the best part is that you can answer all these questions without turning to spreadsheets. Your talent acquisition team just breathed a collective sigh of relief.
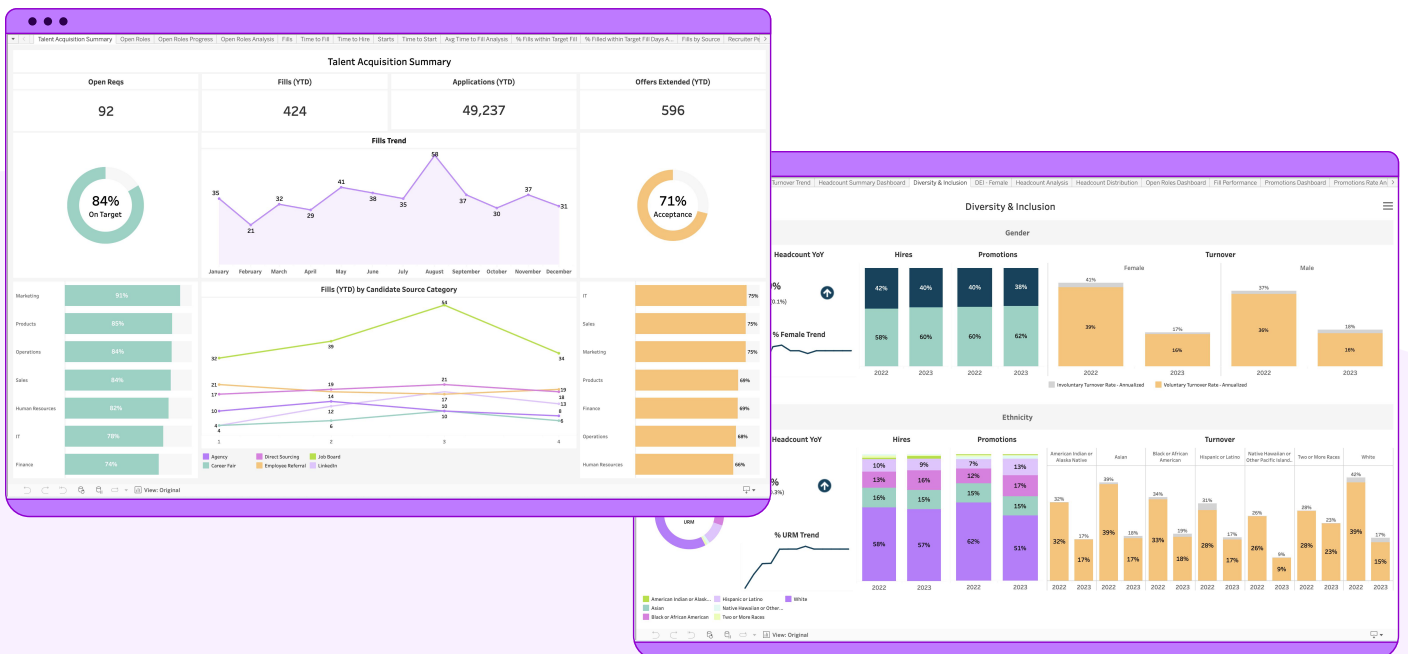
Target Setting

Target setting represents a critical component of talent acquisition and pipeline optimization. However, it's tough to set concrete goals (much less measure your progress toward them) when you are relying on spreadsheet-based reporting methods.

PeopleInsight has built-in target-setting capabilities within our dashboards. You and your team can easily view and track progress against specific goals. Since our dashboards pull data from Greenhouse in real time, you'll always have an up-to-the-minute view of your progress.

Do you want to know whether you are on pace to meet your time-to-hire targets this quarter? To find out, simply launch a dashboard in PeopleInsight. Real-time data makes it easier to track your progression and adjust your strategy when needed to get your team back on pace to crush its goals.
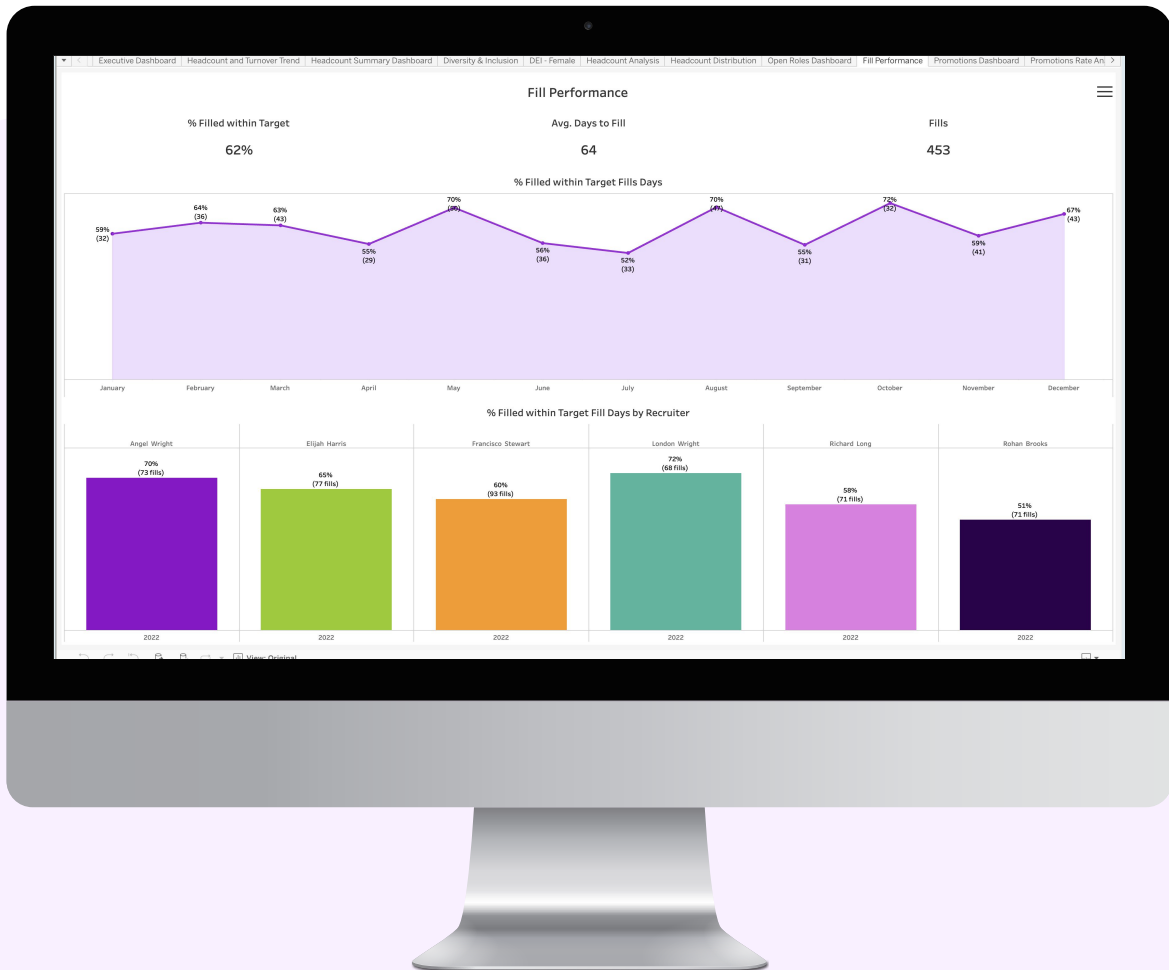
Customized Reports

All that data you are accustomed to tracking manually via spreadsheets will now be at your fingertips. You can tailor our dashboards to meet your unique reporting requirements. Whether you want to know if you are meeting quarterly goals or need to bring the C-suite up to speed on your DEI hiring initiatives, our platform will help.

Every aspect of PeopleInsight is about meeting your needs and supporting your talent acquisition goals. Our integrations make set-up and ongoing reporting fast, scalable, and easy. The dashboards refresh daily, too, ensuring that you are always in the know.

Headcount Planning and Capacity Modeling

If your company is growing fast, it's vital to engage in headcount planning and capacity modeling. Otherwise, you'll face talent shortfalls that stifle long-term growth. Our customization capabilities include headcount target planning and capacity modeling to protect your business from the dangers of talent scarcity.

PeopleInsight uses outbound and inbound talent data to check that you're meeting your talent acquisition goals. Our platform candies both variables, as well as other insights from Greenhouse, to help your executive team reach its overall growth goals. We specialize in bringing all your data together so you can put it to use for your business.
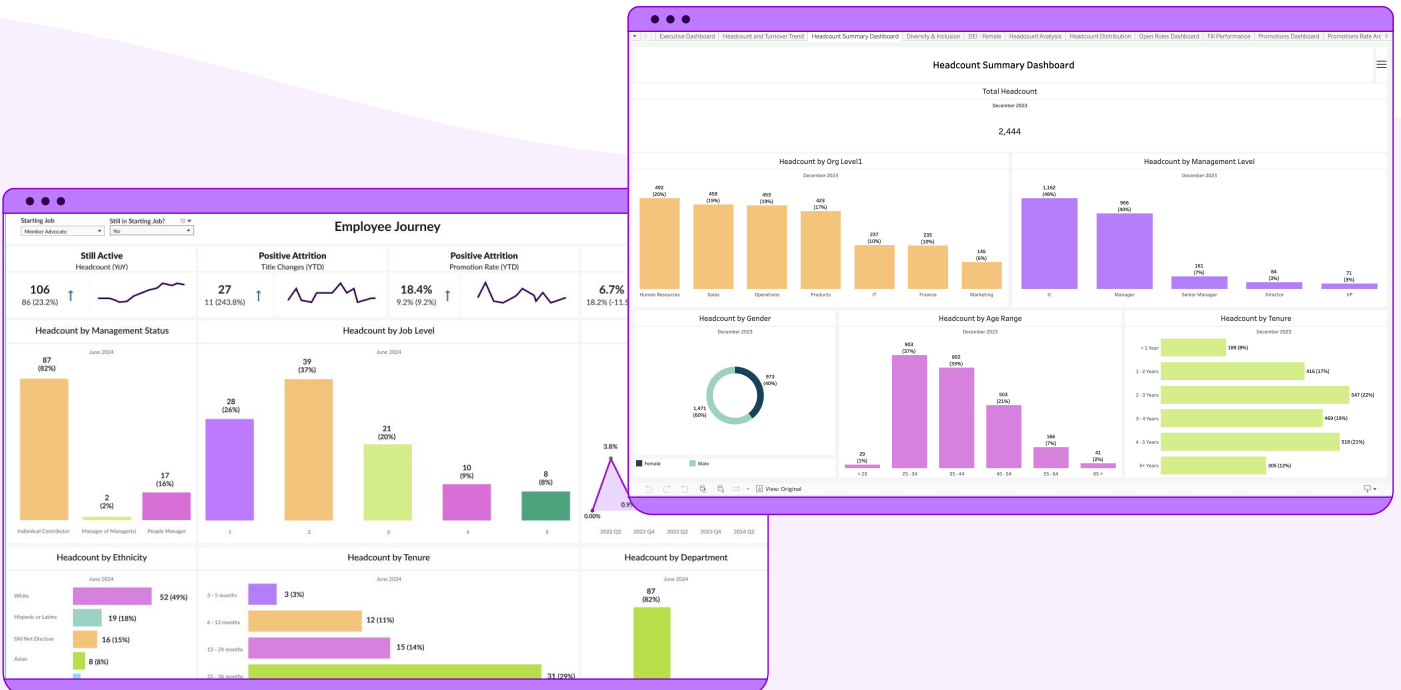
Don't Fight Against Your ATS — Maximize Its Potential With PeopleInsight

PeopleInsight makes it exponentially easier to extract valuable insights from your Greenhouse data.

As a result, you can answer pressing talent acquisition questions and empower your executive team to come to informed, data-driven decisions.

Leave the stress, anxiety, and waste associated with spreadsheets behind you. Embrace the full potential of people analytics with PeopleInsight and a Greenhouse integration. Schedule a demonstration today, or let our customer support team get your dashboards up and running in just seven days. Contact our team to get started.
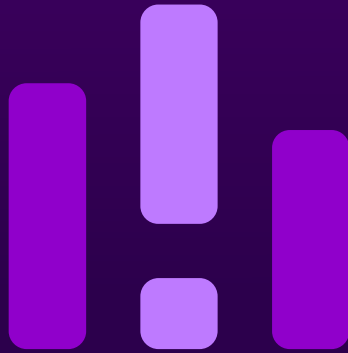
About PeopleInsight

PeopleInsight is a trailblazer in people analytics, offering an affordable, highly customizable solution.

Our industry-leading software, unifies your people data and delivers actionable insights in just 5 days. We empower forward-thinking businesses with best-in-class analytics and ongoing analyst support, to create better business outcomes at the lowest possible cost.

For more information, visit **HireRoad.com**

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