

Case Study - Employee and Payroll Data Mart



Client Overview

This client is one of the leading healthcare manufacturing business who offers medical imaging and information technologies, medical diagnostics, patient monitoring systems, drug discovery, biopharmaceutical manufacturing technologies, performance improvement and performance solutions services worldwide.

This healthcare equipment manufacturing firm wanted to create a single integrated reporting and analytical application for their employee and payroll data as it was becoming time consuming and tedious to have single view of this information coming out of two different systems, Oracle Apps Finance module and PeopleSoft HR Systems

One of the key requirement was to have comprehensive security mechanism in-built into this confidential data to ensure right user group, such as HR Managers, Department Heads and Finance department has appropriate access.

Business Challenge:

The integrated Employee and Payroll Data Mart was developed by leveraging following technology investments of customer

Data Warehouse: Oracle 10g

ETL: Informatica Power Center

Reporting: MicroStrategy

Technology Solution

EGS Solution:

After assessing and analyzing the business requirements, EGS recommended a strategy to build the subject area specific data mart which will integrate seamlessly with existing data sources. Our ready to start reusable data models and data structures provided quicker implementation and reduced initial cost.

EGS also worked very closely with the HR, Finance and IT team to incorporate, row and column level security to the confidential information stored in the data mart.

ETL Integration layer was designed and developed using Informatica, for processing Daily, Weekly and Monthly Data with two years of historical data.

Business Values

The following are some of the benefits that the client was able to realize as a result of the implementation:

- Integrated Employee and Payroll Data Mart on single platform, retired multiple reporting solutions which also enable a unified view of information such as, monthly payroll budget, leaves and accruals and so on...
- Capability for the top level management to monitor the KPI via a 360 view
- Providing one single platform to manage the end to end processes
- Increasing the productivity of HR and Financial department