



## Business Challenges and Objectives

- The client's HR reporting and analytics system exhibited inefficiencies, hindering its ability to provide valuable data insights for informed workforce decision-making.
- The client's objectives included replacing their existing PowerBI reports with an Azure data model.
- Furthermore, the client expressed a need for a robust security framework to safeguard sensitive information, such as headcount, compensation details, attrition data, and exit reasons, and to maintain the utmost confidentiality in their hiring data and prevent any compromises in the process.

### Client

- Our client is an American manufacturer, marketer, and distributor of consumer and commercial products with an extensive portfolio of brands. They employ over 30,000 people globally with a distribution network that caters to the world.

### Industry

- Manufacturing

### Function

- E-Commerce

### Technology

- Azure



### The Solution

- The team extracted HR data from the SAP HCM database, with Fieldglass and SuccessFactors data extracted through API Integration via Azure Function App.
- Leveraging Azure Databricks, the team seamlessly conducted data transformation across the three distinct data sources.
- To safeguard sensitive data, the team established a Personally Identifiable Information (PII) Notebook for data encryption before its incorporation into the system.
- Data security was further fortified by the team through the implementation of robust data masking practices and role-based views, ensuring access was tailored to specific roles and other pertinent criteria.
- The team's use of a unified dataset helps streamline the workforce planning decision-making process.



### Outcomes and Benefits

- The solution simplifies the analysis of open positions within the organization.
- It results in significant cost savings by automating the data transformation process, reducing the need for manual data preparation.
- This allows the client to dedicate more time to high-value tasks like data analysis and strategic planning.
- The solution bolsters data security, ensuring the confidentiality of employees and other pertinent information, thereby reducing the risks of data breaches and compliance discrepancies.
- It furnishes precise data for more effective decision-making.
- The solution expedites and improves hiring decisions, ultimately reducing the hiring costs for the client.
- Furthermore, it aids in making more informed decisions concerning resource allocation and talent management.