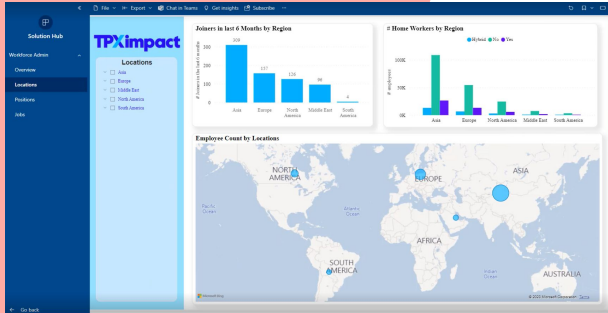# A fresh perspective on HR reporting requirements

What's the problem?

- The client required a data system that could analyse workforce turnover across an entire organisation.
- The client wanted to compare regions and departmental performance against factors such as leavers, joiners and career bands.
- Trend and leaver analysis across departments and bands was essential, to empower organisations to retain employees where possible.
- The solution needed to include report templates offering tailored read-outs ideal for use by different users / departments.
- Splintered legacy system needed to be consolidated into a singular unified solution.

What they needed | What we did | How it went

What we did

Here's how it works

– The creation of a Azure synapse pipeline created to automate the flow of existing and new data into a new Data Model.

–This Synapse Pipeline also worked to transform the incoming data, granting a uniform format to all data entering the data model; boosting efficiency and reliability of the system. .

– We created a new data model in PowerBI which ensured an efficient flow of data. This model effectively captured the data data requirements, whilst minimising redundancy and maintaining data integrity.

– We collaborated in the creation of report templates, creating usable reports that were ideal for a range of different users. Creating reports bespoke to different users increased the likelihood of adoption of this system across the workforce.
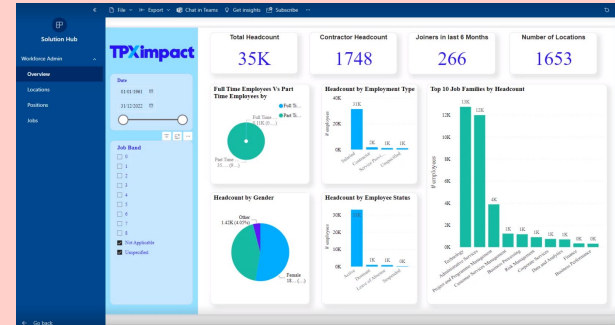

What they needed   What we did   How it went

How it went

- A complete end-to-end system created to deliver precise reporting to the right people.
- A result that gave time for analysis, prioritising results and time sensitive processes for all teams.
- Automation of previously manual intervention, freeing time from existing work processes.
- A complete provision of security across all data streams and reporting processes, giving peace of mind to stewards and owners of all connected data sources.
- A solution that allowed analysis between geographical regions and departments to empower comparative analytics and underscore areas for improvement.

What they needed

What we did

How it went