

BENEFITS REALIZED

- Best of breed solution for data integration
- Reliable and up to date reporting
- Increased flexibility to deal with emerging needs such as mergers and acquisitions
- Fresh data updated nightly
- Frees up resources to focus on building reports and doing business analysis
- Prepares HRIS to own the future of the ODS by letting us train with the team that builds

**HR Data Central
ODS**

**Operational
Data Store**

CHALLENGE

Need to have a centralized system of data for managing HR information (HR Data Center) to manage the following

- A long term solution that did not require on individuals running queries or collating spread sheets
- Reduce the risk of dependability on a single very busy individual
- Reliance on HR data is increasing exponentially
- keeping up with HR data demand and are only refreshing weekly
- Business pressure to increase the number of data elements is increasing

PROCESS IMPROVEMENTS

- Multilingual data from different continents imported into ODS and cleansed nightly
- Apply Global and Local Business rules
- General data cleansing, duplicate removal, test employee data cleanup
- Integrate with disparate systems from third party vendors' applications, products, and home grown application over intranet, internet, ftp, sftp, SQL Direct and more.
- Fully integrated with automated warning, error processing, error reprocessing, delta process, etc.

Customer is a global market leader in the design and manufacture of customized, performance-critical products for wireless and other advanced electronics applications. With over 30,000 employees in 19 countries, their systems are widely distributed across time zones, currencies and languages.