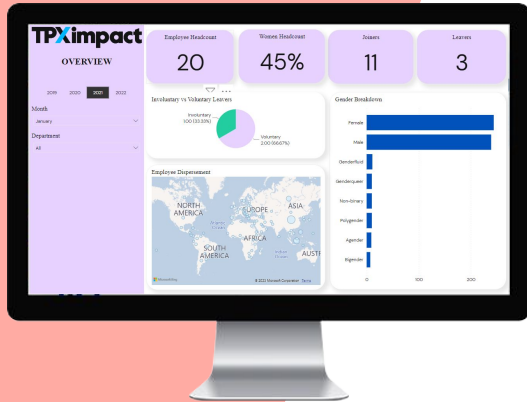# Out with the old: modernising HR reporting

Ethnicity study and **Diversity** is becoming more important as an area of interest to businesses, and our client wanted a system that **empowered** all users with all available data.

This data needed to be **widely accessible**, not just for HR workers, whilst also ensuring **security** and **permission** controls.

Report **Templates** were needed for users, who required different KPI's, requiring **flexibility** in our report creation.

Quicker data refreshes = smarter decision making.

What they needed | What we did | How it went

What we did

Data orchestration pipeline created to streamline incoming HR data, reducing need for manual input and creating a more repeatable process.
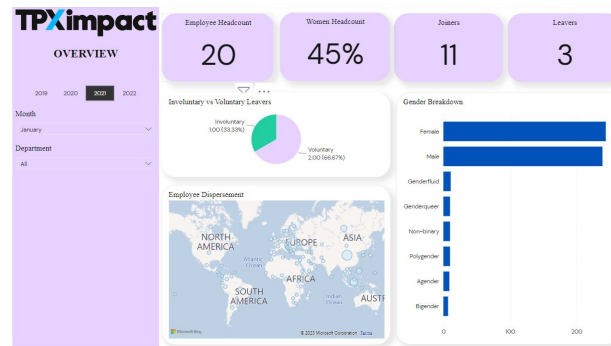
Incoming HR data was transformed to give consistency across data formats.

Data Lake created to consolidate incoming HR data; reducing data silos and providing full scalability to suit the increasing data load.

We collaborated with users to design reports with key KPI visuals, with multiple templates to suit a multitude of users.

Power BI

Azure Data Factory

What they needed

What we did

How it went

How it went

Several key outcomes from our work;

A complete secure end to end system that granted insights to authorized users regulated through row level security. Provided a broad data view whilst proficiently ensuring appropriate security and access privileges.

A Data Lake built alongside transformations to homogenize data from a multitude of sources, granting a robust underlying foundation to the data system.

Time savings unlocked through pipeline automation, delivering edge to users now empowered to prioritize analysis, leveraging the wealth of HR data. Smart, informed decisions could now be made with even greater efficiency.

250k Global Users now empowered in using this new system and broad adoption across the workforce, owing to our tailored training program and collaboration on the system design.