Finance Payroll BI Project

1. General

AdWorks is an IT outsource placement company.

The main objective is to create an end-to-end BI solution for the HR and Finance Departments in order to empower executives and key stakeholders with data analytics to drive data decision-making and improve financial efficiency.

The Data Mart creation will be done using data derived from the billing operational system database (AdventureWorks2019) , and it will include summarized data tables, focusing on the Company's customers, employees, departments (Cyber , BI , Sales , etc.), and financial data.

2. Content

The Financial Data Mart will include transactional and informative focused data regarding Company employees , customers , departments , salary, and invoices . the data in the data mart will be according to the S.M.A.R.T method in order to accomplish management goals.

- **List of tables** : invoices , customers , customers history , employees , employee history , departments , working hours , payroll , leave / absence.

  The list above is preliminary and subject to additional tables as you see fit.

  The data mart will supply the data that enables to create the following analysis within a certain period **(** month , year , etc.) **:**

- **Number of active employees divided into departments, customers, positions, seniority, employee salary, customer billing**

- **Average seniority of employees broken down into departments, customers, roll, employee salary, customer billing**

- **Number of employees divided by monthly billing and hourly billing customers , monthly salary and hourly salary.**

- **Average monthly billing rate broken down into departments, customers, roll, employee salary, customer billing.**

- **Average age of employees broken down into departments, customers, roll, employee salary, customer billing**

- **Average monthly billing rate broken down into departments, customers, roll, employee salary, customer billing.**

- **Average hourly billing rate broken down into departments, customers, roll, employee salary, customer billing.**

- **How many working hours were reported in a certain period.**

- **How many vacation days were reported in a certain period.**

- **How many employees have reported attendance and how many have not yet reported – in which how many have been approved / yet to be approved.**

- **How many invoices have already been issued.**

In addition to the summarized reports , the data mart will be able to create the following customers reports for each employee :

- **List of employees placed at a client, with an analysis of seniority, roll , client billing, employee salary, division affiliation.**

- **List of employees with reference to the last date of salary update and the update of the customer billing rate, with an analysis of seniority, position, customer billing, employee salary, division affiliation.**