

ADIB



Demand Architecture Profile Report

Developed for New Human Resources Management System

Demand Owner: HRD-Human Resources
Report Owner: ADIB Enterprise Architecture

Preface

What is the Purpose of this Manual?

- This report assesses incoming demands to determine their architectural feasibility, business impact and change implications. It provides a structured framework for evaluating requirements against ADIB's existing capabilities and standards.

Who should read this Manual?

- This report is intended for Enterprise Architects, Solution Owners, Change Managers and other stakeholders charged with triaging and approving new demands. It's also valuable for teams planning resource allocation and impact mitigation.

How to use this Manual?

- This manual is organized into self-contained sections—Demand Prioritization, Feasibility Analysis, or Change-Impact sections. Each section provides context, best practices, and actionable recommendations to support decision-making and implementation. For any questions or clarifications, reach out to the Architecture team.

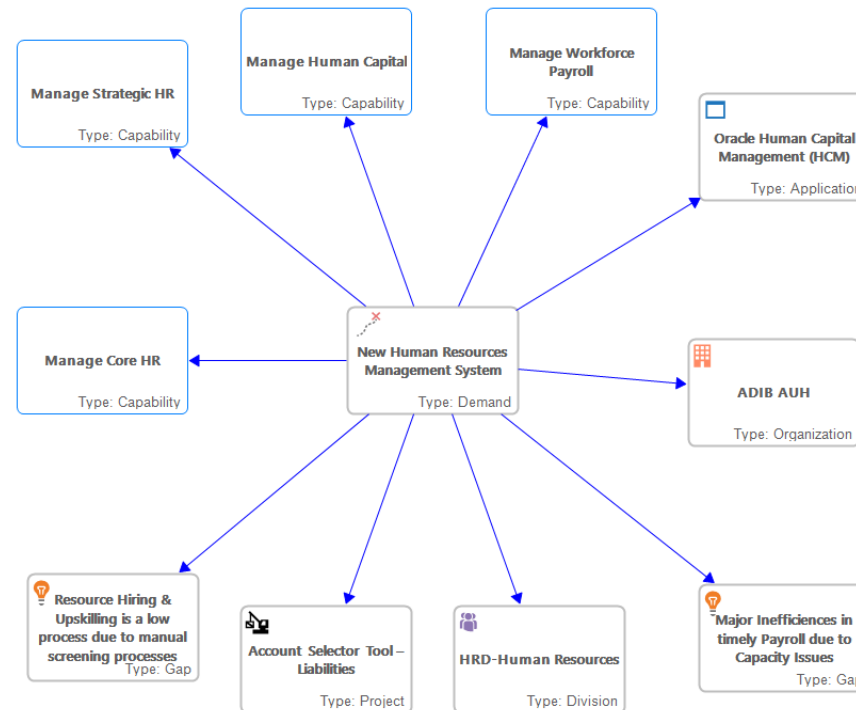
Table of Contents

- Demand Profile – Overview
- Demand Profile – Capability Impact
- Demand Profile – Application Impact
- Demand Profile – Project Impact

Overview

This section provides a high-level view of the division's structure, listing its constituent departments and the key applications they leverage. It outlines reporting relationships and the scope of responsibility for each department within ADIB's organizational hierarchy. Use this overview to understand how the division is organized, which systems support its operations, and where hand-offs occur across teams.

Demand Impact Model



Demand Information**Description**

Division Name	<ul style="list-style-type: none">• New Human Resources Management System - D001
Division Description	<ul style="list-style-type: none">• This demand is a request to migrate the current Human Resources Management System to a new state of the art platform to automate and mature the Human Resources practice in ADIB.
Demand Type	<ul style="list-style-type: none">• Strategic
Demand Owner	<ul style="list-style-type: none">• HRD-Human Resources
Submission Date	<ul style="list-style-type: none">• 20/05/2025
Impacted Organisation	<ul style="list-style-type: none">• ADIB AUH
Impacted Applications	<ul style="list-style-type: none">• Oracle Human Capital Management (HCM)
Impacted Capabilities	<ul style="list-style-type: none">• Manage Core HR, Manage Human Capital, Manage Strategic HR, Manage Workforce Payroll
Impacted Division	<ul style="list-style-type: none">• HRD-Human Resources
Impacted Business Issues	<ul style="list-style-type: none">• Major Inefficiencies in timely Payroll due to Capacity Issues, Resource Hiring & Upskilling is a low process due to manual screening processes
Impacted Project	<ul style="list-style-type: none">• Account Selector Tool – Liabilities

Capability Impact

This section presents a high-level view of the capabilities affected by this initiative, listing each capability alongside the type and degree of impact. It highlights changes to maturity, automation scope, and performance expectations. Use this overview to identify where to focus training, process adjustments, and capability enhancements.

Capability Name	Description	TCO	Maturity Level
Manage Strategic HR	Organisation Capability to align HR strategies with business goals, foster a high-performance culture, and support Organisational growth and transformation.	AED45,000.00	L2 - Managed
Manage Human Capital	Organisation Capability to strategically manage and develop the Organisation's workforce, aligning talent with business goals and needs.	AED50,000.00	L3 - Defined
Manage Core HR	Organisation Capability to oversee core HR functions, including employee onboarding, records management, and policy compliance.	AED150,000.00	L2 - Managed
Manage Workforce Payroll	Organisation Capability to efficiently manage workforce payroll, ensuring accurate and timely payment to employees.	AED72,000.00	L3 - Defined
Total Capabilities Impacted Average Capability Maturity Capability Architecture Assessment		• 4	
		• 2.5	
		• The set of impacted capabilities have on average a moderate maturity - A technology investment into these capabilities is should be considered against improving or redesigning existing capabilities	

Application Impact

This section outlines the applications touched by the changes, detailing interface modifications, data flow adjustments, and configuration updates. It catalogs upstream and downstream dependencies and surface potential risks or bottlenecks. Refer to this view to plan coordinated testing, versioning, and cut-over activities.

Application Name	Description	Interfaced Applications
Oracle Human Capital Management (HCM)	On premise Data Gateway for Oracle HCM Cloud Application	LinkedIn Learning, Axiom Enterprise - Access Control, ETHIX-Core (Qatar), ETHIX-Core (Iraq), ETHIX-Core (Sudan), Active Directory Federation Services (ADFS), Cloudera Data Lake, SailPoint IdentityIQ, Business Process Management (BPM), LinkedIn Learning, ETHIX-Core (UAE), Time and Attendance Management System (TAMS), Customer Consolidated Position (UAE, Month End, Year End), Cloudera Data Lake, ADIB Smart Connect, HR Posting, Al Madar ERP System (Oracle ERP)
Total Applications Impacted		<ul style="list-style-type: none"> 1
Application Architecture Assessment		<ul style="list-style-type: none"> Demand impacts existing applications—evaluate reuse or upgrade of current technology. Indirect component interfaces detected—plan change-management for all related applications.

Project Impact

This section summarizes the broader project-level implications, including resource requirements, timeline shifts, and budget forecasts. It also captures governance touchpoints, stakeholder engagement needs, and change-management considerations. Use this summary to align planning, track milestones, and ensure a smooth delivery.

Project Name	Description
Account Selector Tool – Liabilities	<ul style="list-style-type: none">Account Selector Tool – Digital recommendation for the NTB customers to select the right account package that match their business needs
Total Projects Impacted	<ul style="list-style-type: none">1
Projects Architecture Assessment	<ul style="list-style-type: none">Demand aligns with one or more existing projects—evaluate incorporating it into the current project scope if feasible, or backlog it as a future change to that project.

End Report