



UKG data integration

Indoor skydiving company

Setting up an automated process to integrate UKG (HR Management software) with the data warehouse to streamline the HR data consolidation processes and creating a visualization layer for providing visibility into employee performance, turnover and incentives.

Indoor skydiving company needs integration between UKG and data warehouse

Picture this...

You're looking to streamline the data consolidation process by integrating UKG with the existing data warehouse. This is to ensure that the UKG data is readily available in a central repository of data warehouse along with a visualization layer for visibility into employee performance, turnover and incentives. Currently, you leverage UKG (HR management software) for payroll management, leaves, attendance tracking, and HR management. Significant manual intervention is needed to extract the UKG data and leverage the same for visibility into employee performance, turnover, and incentives.

You turn to Accordion.

We partner with your team to set up an automated process to integrate UKG (HR Management software) with the data warehouse to streamline the HR data consolidation processes and creating a visualization layer for providing visibility into employee performance, turnover and incentives including:

- 1) Developing a robust and efficient data pipeline using API connections and SSIS, ensuring seamless capture of UKG data in the data warehouse
- 2) Implementing custom reports within the UKG front-end platform, leveraging power automate and SSIS to automatically push the necessary data into the data warehouse
- 3) Establishing new processes and optimized existing processes within SQL Server to seamlessly integrate UKG data with other data sources within the data warehouse, enabling comprehensive analyses and reporting
- 4) Collaborating closely to understand the business requirements, and developed BI reports and analyses leveraging the integrated UKG data to provide actionable insights on employee performance, turnover and incentives

Your value is enhanced.

You have streamlined and automated UKG data consolidation process reducing the manual intervention by ~40+ person hours per month

You have generated actionable insights that helped to make informed decisions and drive strategic initiatives related to employee management, performance optimization, and talent acquisition. You have flexibility to leverage this data for comprehensive employee level reporting after integrating UKG with other data sources.

UKG DATA INTEGRATION

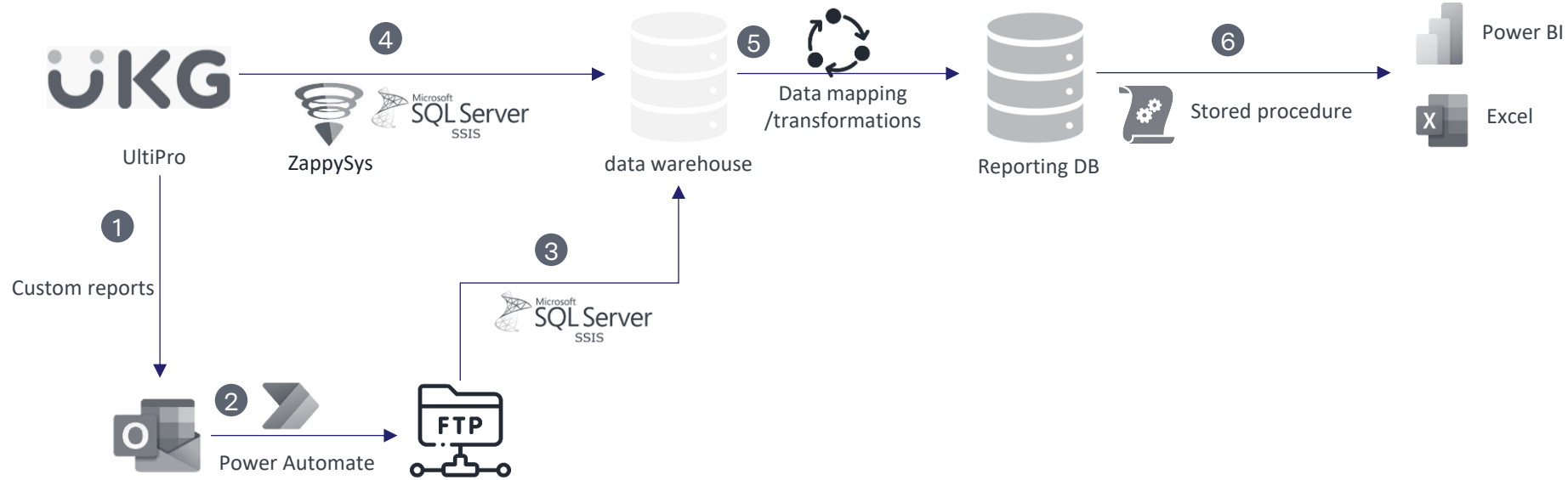
KEY RESULT

- ~40+ person hours per month reduced

VALUE LEVERS PULLED

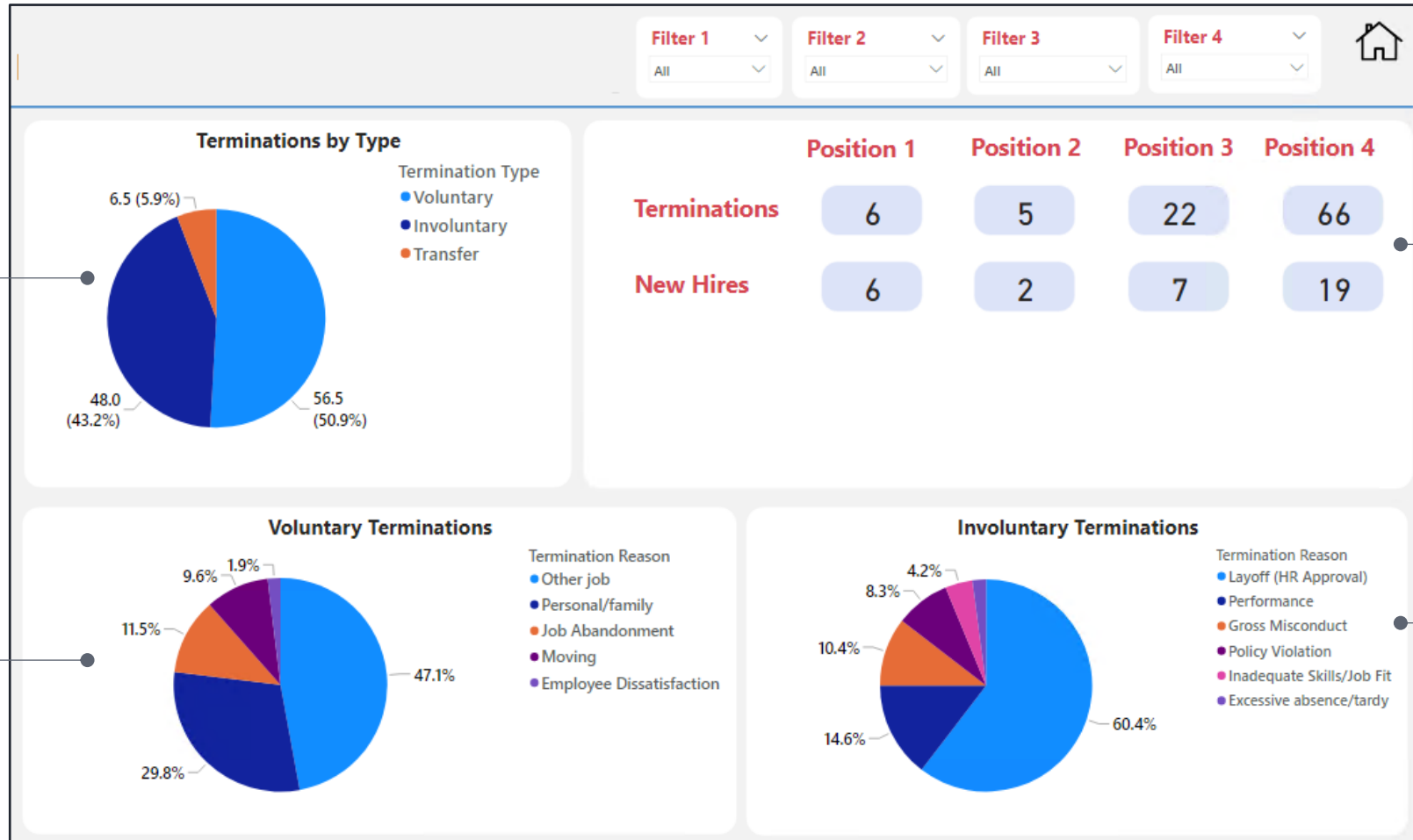
- Automation of UKG
- Development of data pipeline
- BI reoporting

Methodology/Approach



- 1 Data from UKG is retrieved as custom reports created in UKG front end through automated emails
- 2 Power Automate is leveraged to download those reports in FTP folder
- 3 Using SSIS, custom reports from UKG is pushed into the data warehouse
- 4 API objects such as *Employee, Leaves, Paygroup, Paycode, Location, Job* etc. present in UKG are downloaded using API connector (ZappySys), which is integrated with SSIS and the corresponding data is pushed into existing data warehouse
- 5 Data mapping and transformations are performed in data warehouse to clean the data and integrate the same with other data sources, which is then pushed into Reporting database
- 6 Using stored procedures, the cleaned data is leveraged for BI reporting/analyses purposes

Employee hiring and attrition



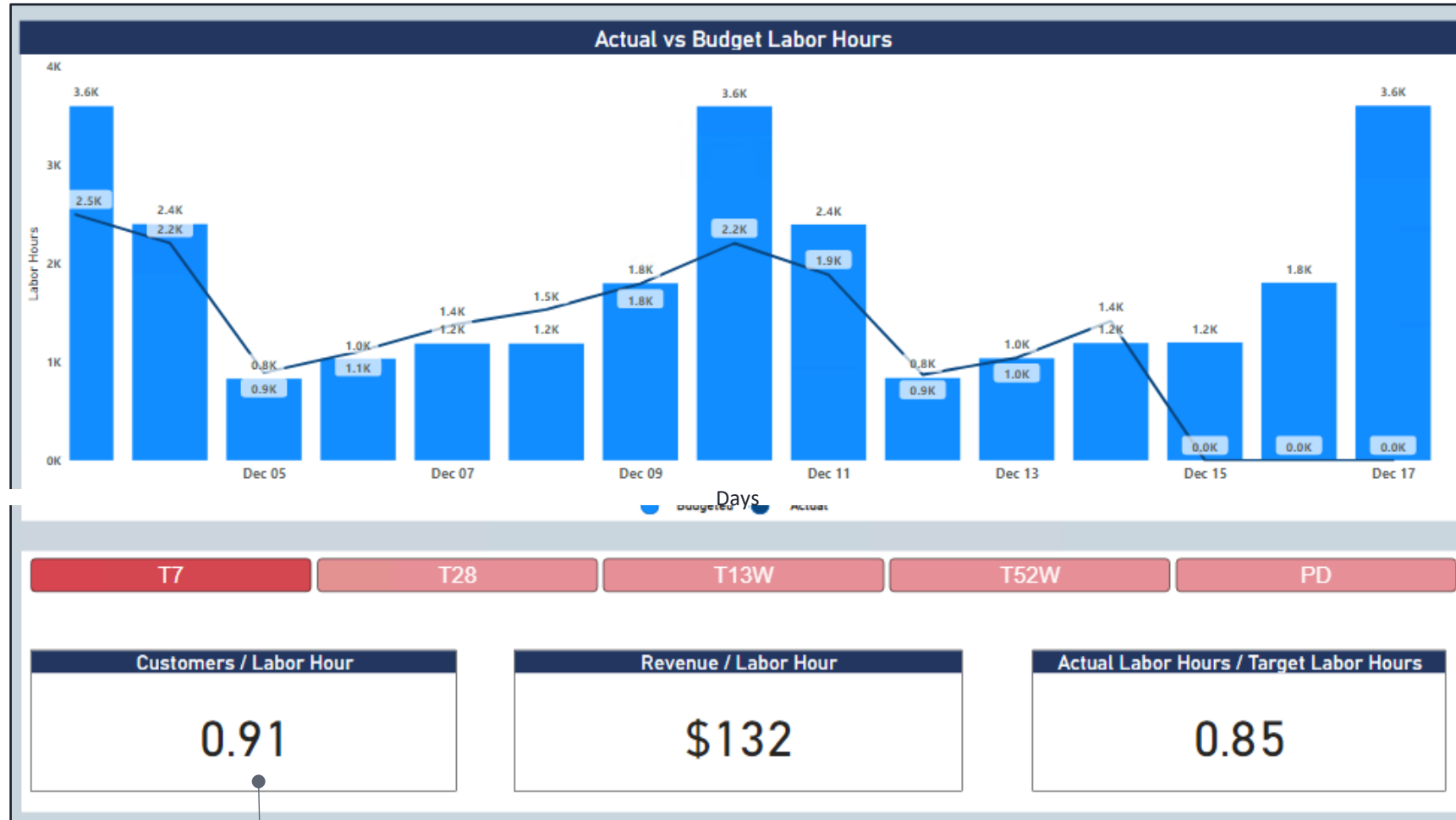
Terminations by Termination type

Terminations and New hirings by various positions

Voluntary Terminations by reason

Involuntary Terminations by reason

Labor hours and employee efficiency



Comparison of Actual vs Budget Labor Hours

T7, T28 – Last 7/28 days
T13W, T52W – Last 13/52 weeks
PD - Previous Day

#Customers and Revenue generated per Labor Hour