

Project Talk with Matthew Morris



Human Resource

Excel(vb)
DB2 SQL
Access
AHK

2012 HR lost their Sr. Analyst

7 years of reporting and no documentation

Unorganized and Overgrown G:drive

Hardcoded Processes

2012 Project focus

Union negotiations

Rewrite of Employee agreement salary adjustments

Retro Calc for reclassified employees

Succession Planning

DAC committee

Solution

Automate all processes

Remove Redundant reporting

Build a BI environment to support cross dimensional reporting.

Deliver all current reporting in a timely fashion

Human Resources B.I.

>1000 Manual flat REPORTS

945 QUERIES/ 25 ACCESS DATA BASES /APPROX 900 REPORT WRITER REPORTS/ >1000 EXCEL REPORTS

54 Source TABLES

The diagram illustrates the data flow from 54 source tables to a central processing point. The tables are arranged in four rows, with the first three rows containing 15 tables each and the fourth row containing 9 tables. Each table is represented by a box with a header and two columns. Arrows point from each table to a central point above the text '945 QUERIES/ 25 ACCESS DATA BASES /APPROX 900 REPORT WRITER REPORTS/ >1000 EXCEL REPORTS'.

Row 1: DBHQMP, DBHQPM, DBHQBC, DBHQPT, DBQAPM, DBHQDP, DBHQPM, DBHQPM, DBHQPM, DBHQPM, DBHQPM, DBHQPM, DBHQPM, DBHQPM, DBHQPM, DBHQPM

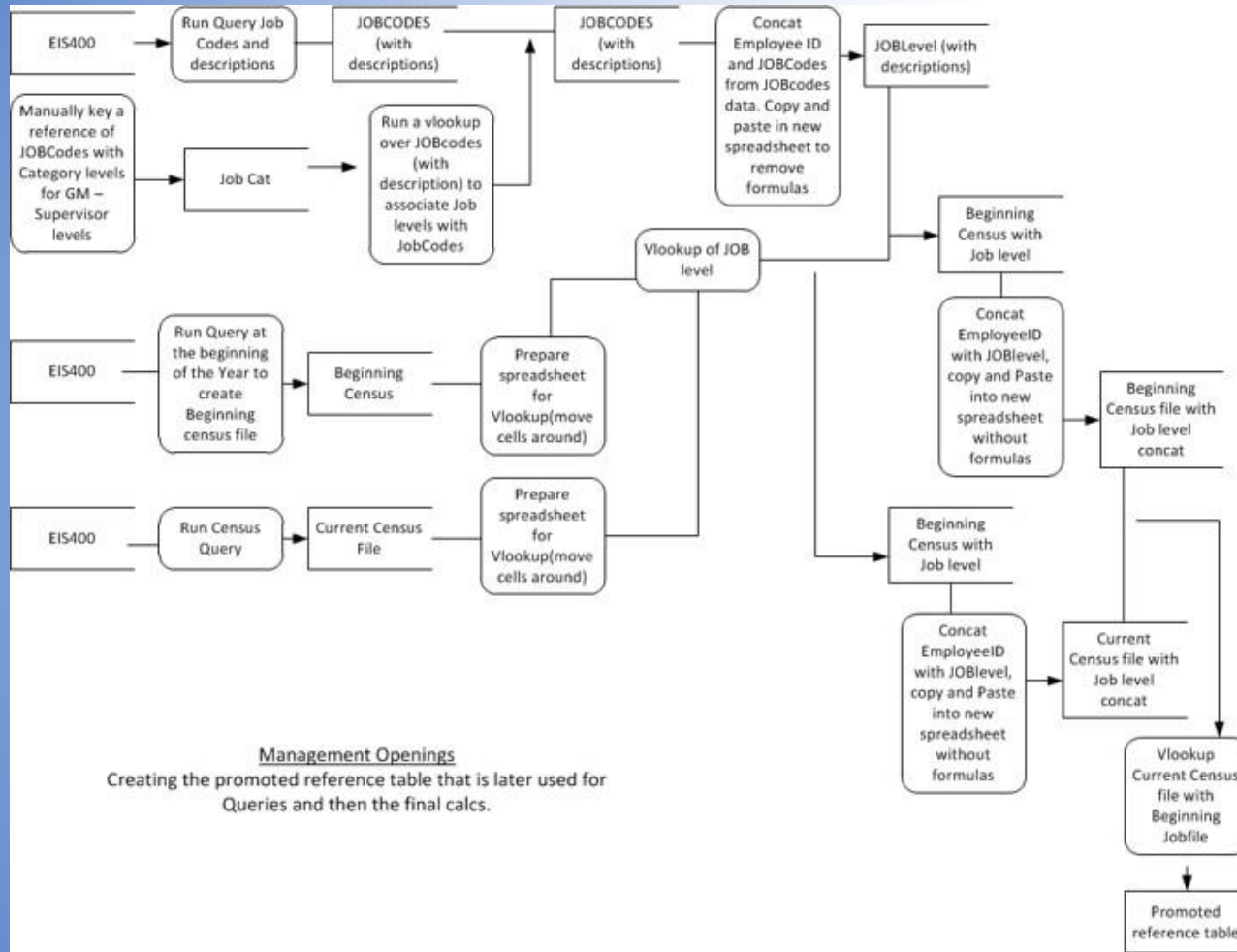
Row 2: DBHQPM, DBHQPM, DBHQPM, DBHQPM, DBHQPM, DBHQPM, DBHQPM, DBHQPM, DBHQPM, DBHQPM, DBHQPM, DBHQPM, DBHQPM, DBHQPM, DBHQPM, DBHQPM

Row 3: DBHQPM, DBHQPM, DBHQPM, DBHQPM, DBHQPM, DBHQPM, DBHQPM, DBHQPM, DBHQPM, DBHQPM, DBHQPM, DBHQPM, DBHQPM, DBHQPM, DBHQPM, DBHQPM

Row 4: DBHQPM, DBHQPM, DBHQPM, DBHQPM, DBHQPM, DBHQPM, DBHQPM, DBHQPM, DBHQPM

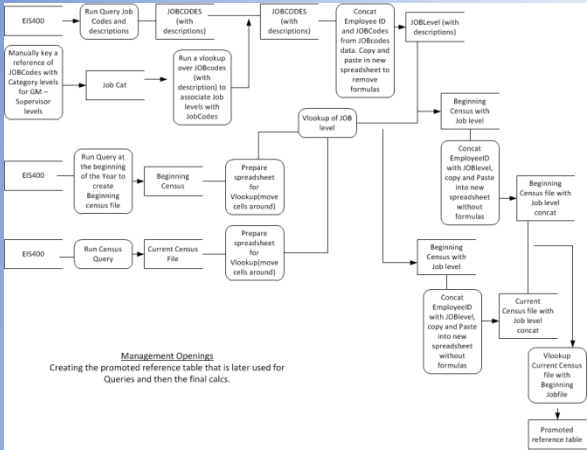
54 Source TABLES

Human Resources B.I.



28 Steps

Human Resources B.I.



DEVPRO03	
PK	<u>EMPLOYEE</u>
	JOB CODE CHANGE JOB CAT LOCATION DEPARTMENT TRANSACTION DATE DATE HIRED DEMPROM TIP

Human Resources B.I.

DEVPRO03	
PK	<u>EMPLOYEE</u>
	JOB CODE CHANGE JOB CAT LOCATION DEPARTMENT TRANSACTION DATE DATE HIRED DEMPROM TIP

PAYCODES	
PK	<u>EMPLOYEEID</u>
	JOB_CODE LOCATION NUMBER PAYCODE PAYDESCRIPTION ACCOUNT CATEGORY

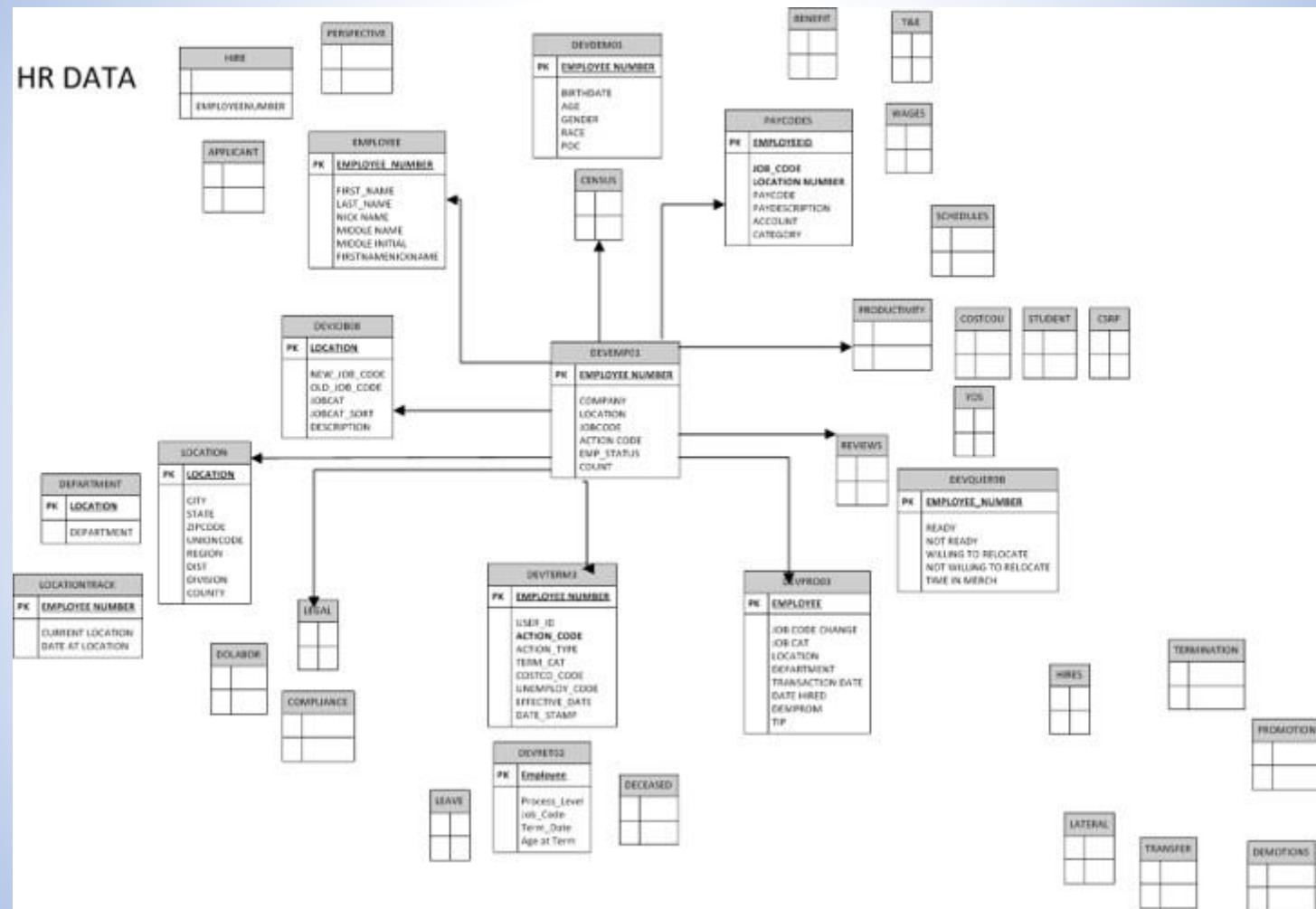
DEVDEM01	
PK	<u>EMPLOYEE NUMBER</u>
	BIRTHDATE AGE GENDER RACE POC

DEVTERM3	
PK	<u>EMPLOYEE NUMBER</u>
	USER_ID ACTION_CODE ACTION_TYPE TERM_CAT COSTCO_CODE UNEMPLOY_CODE EFFECTIVE_DATE DATE_STAMP

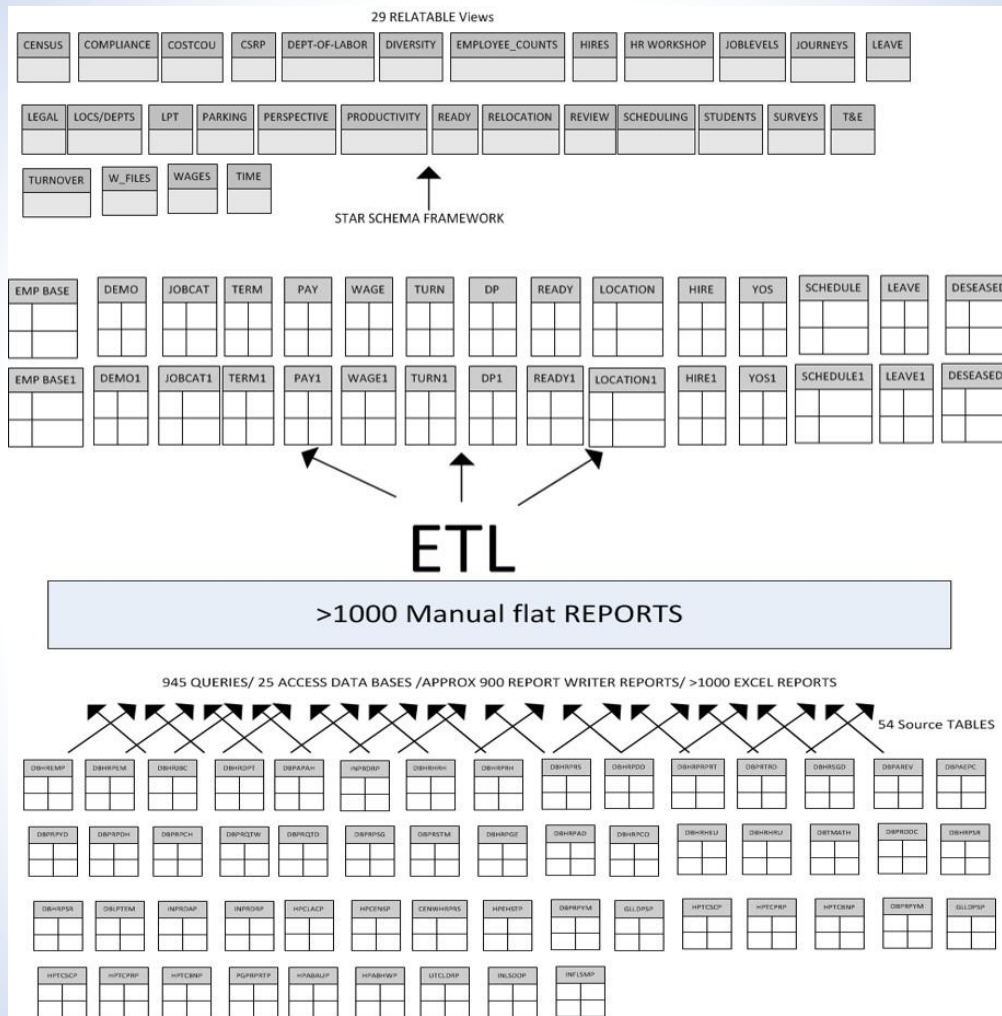
Human Resources B.I.



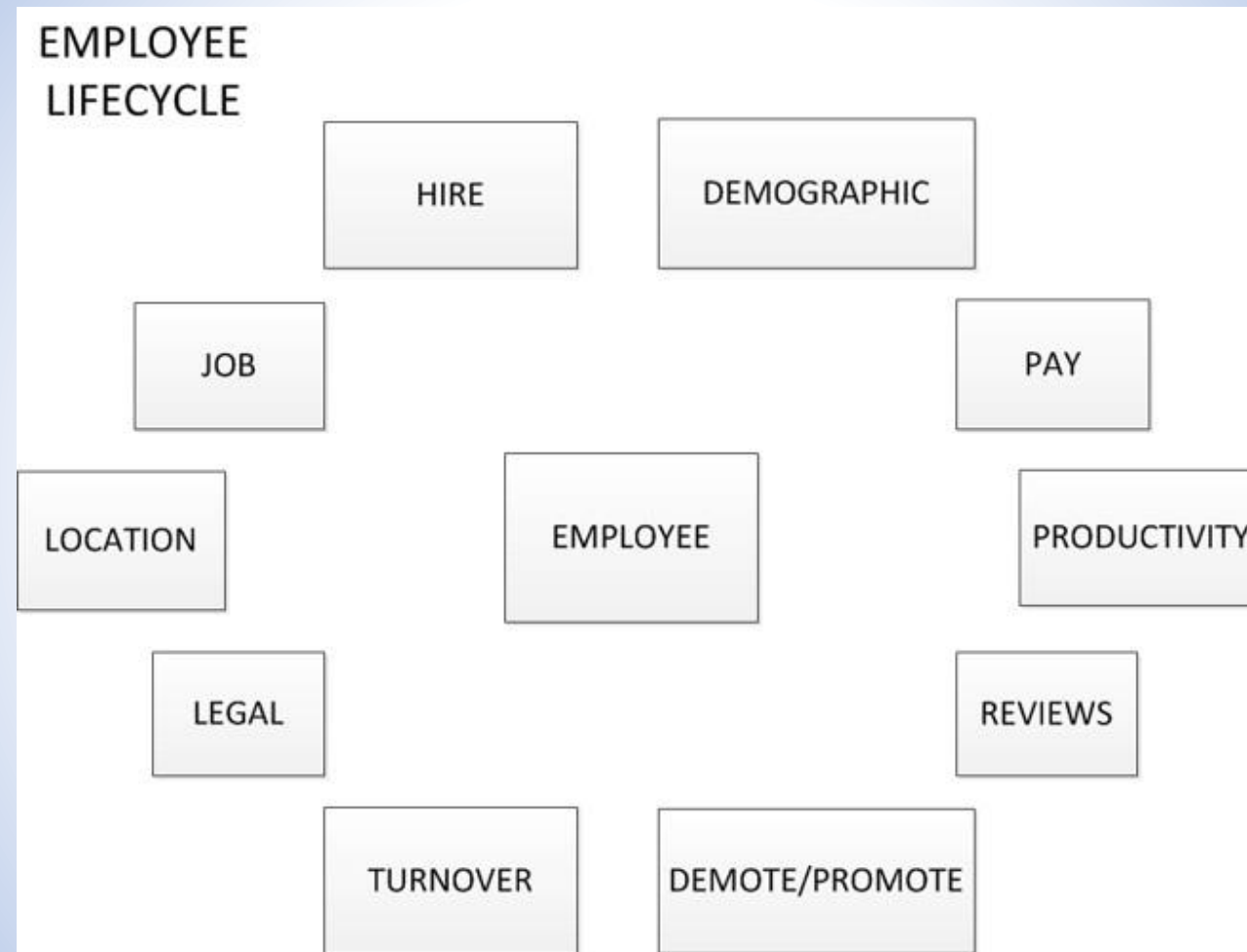
Human Resources B.I.



Human Resources B.I.



Human Resources B.I.



SHOWCASE SHUTDOWN

Alteryx

Webi

Tableau

Excel

DB2/Oracle SQL

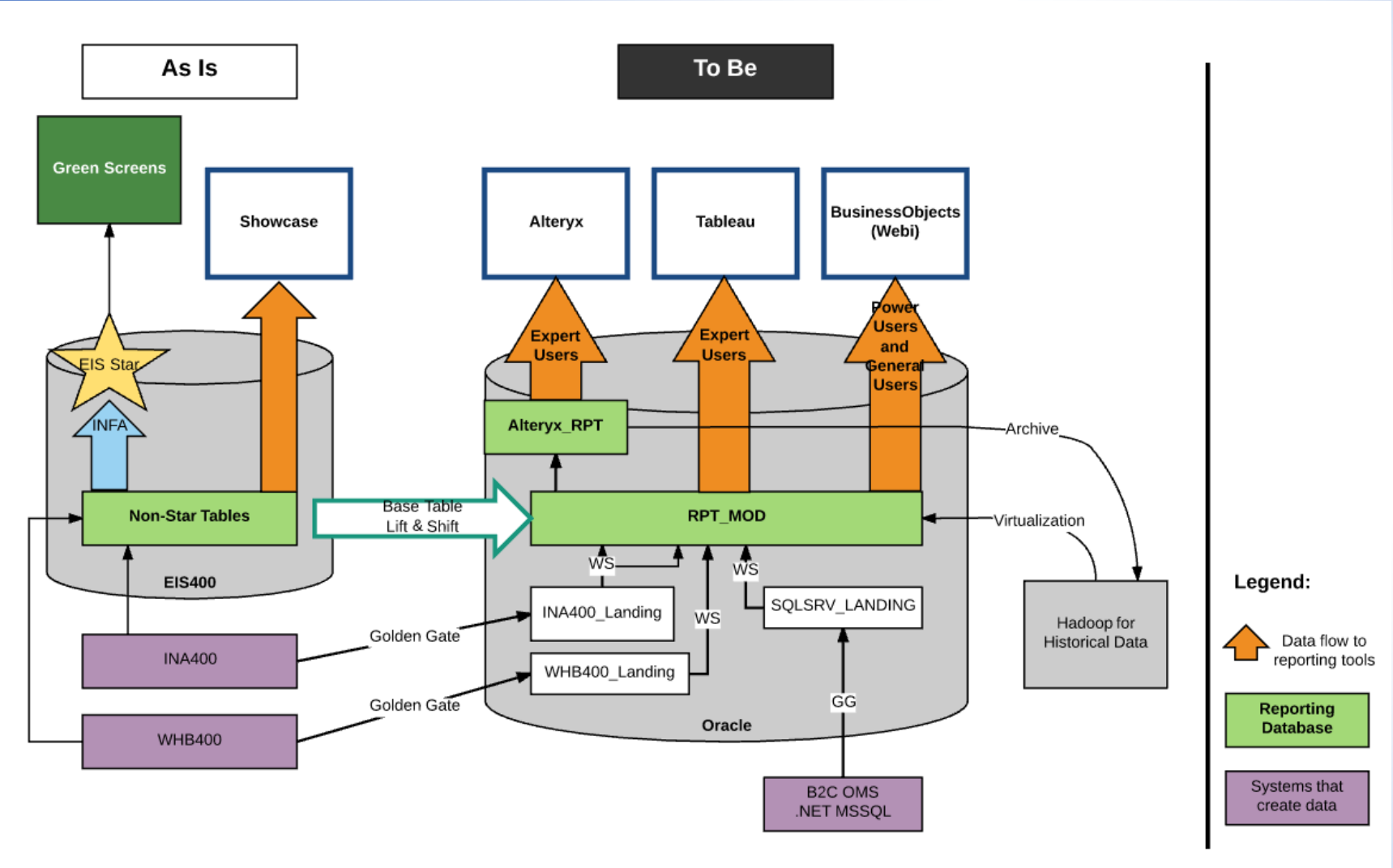
ShowCase

AHK

RPG

R

Showcase Shutdown



July 7th
Due
November 1st

Migrate all DB2 reports to Oracle and new tools.

<90 Business Days

~20,000 queries

3400 clients

2 countries

Showcase Shutdown

SCALE Team

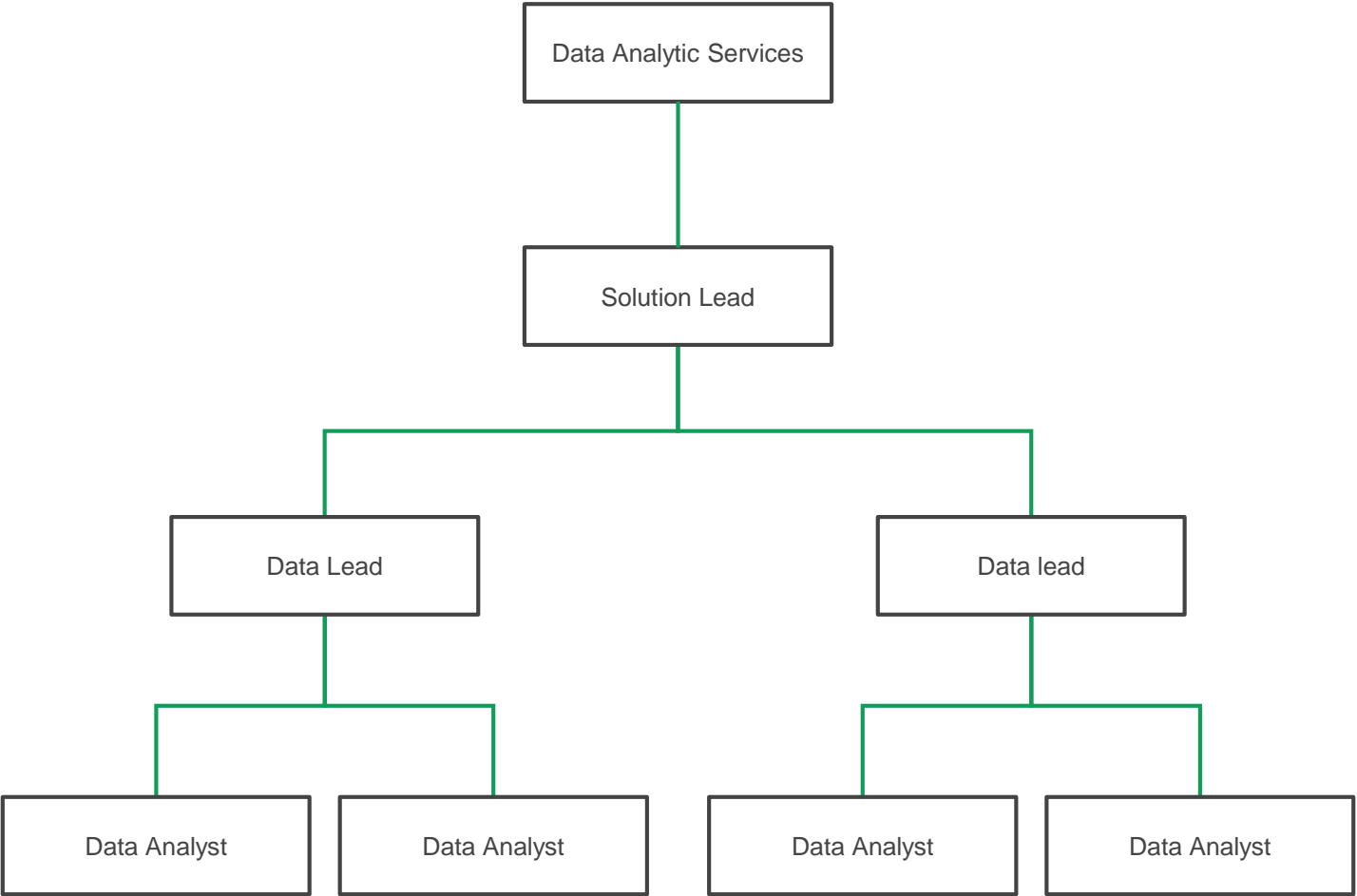
SCALE Infrastructure

SCALE Communication and Training

Showcase Shutdown

ROLES	DEFINITION OF ROLES	TOOLS	What They Can Do
Data Solutions Lead	Business modeling, Business lifecycles, Diagnostic reporting Predictive solutions	Webi Alteryx Tableau Lumira	Can publish reports to public folders Publish freehand SQL
Data Lead	Creates descriptive & diagnostic reporting Removes redundant reporting	Webi Alteryx Tableau Lumira	Can publish reports to public folders Publish reports with freehand SQL option
Data Analyst	Descriptive analytics Creates recurring and ad-hoc reporting	Webi Tableau Server Lumira	Can execute existing Alteryx reports Publish WEBI reports Create/Modify Dashboards on Tableau Server
Business User	Views reports	Webi Tableau Server	View reports

Showcase Shutdown



Showcase Shutdown

OCM

Decisive Data

Data Analytic Services

Business Community

Summary

Organize, Automate, Remove, Build

Work directly with clients

Empathy and urgency

Guru knowledge is not enough