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| **Risk** | **Probability** | **Impact** | **Mitigation** | **Risk** **Owner** |
| **Data** **Loss**: Every data transfer is somehow connected with the risk of losing a part of data or information. | Medium | High | It will be recovered from disaster recovery backup from tapes. | Module lead |
| **Application Stability:** What if Application is not stable to support the HR and payroll system. | Medium | High | Architect will execute a pilot project to verify the compatibility. | Technical Architect |
| **Cut-over aborts and Extended downtime:** This may be consequence of errors in data transfer. cut-over aborts may happen even if data transfer seems to accomplish properly.  Company going through data migration should be aware of the risk of extended downtime and, in a consequence, being not available to work as usually for a longer time. | Low | Low | Revert back to the older instance and plan a different production deployment date  Add additional test cycles in Production-like environment to mimic production day deployment scenario. | Developer |
| Onboarding new resources with limited business knowledge | High | High | Setup aggressive KT plan to fill in business knowledge gaps.  Partner the new resources with BAs | Project Manager |

Risk Management

Assumptions:

* Assuming existing and new HR system documentation is accurate.
* There is no data center move involved.
* Assume existing HR system and payroll data is backed up on regular basis.
* Assume that pilot project has been already executed to verify the compatibility of the existing application with new application.
* Assuming no duplicate data entry.